

CALIFORNIA

Employer's Guide 2003

2003 Payroll Tax Rates, Taxable Wage Limits, and Maximum Benefit Awards

Unemployment Insurance (UI)

The UI taxable wage limit for 2003 is \$7,000 per employee, per year. The UI tax rate for new employers is 3.4 percent (.034) for the first three years. The UI tax rate for experienced employers varies based on each employer's experience and the balance in the UI Fund. The maximum weekly benefit award is \$370. Please refer to [page 96](#) for additional information.

Employment Training Tax (ETT)

The 2003 ETT rate is 0.1 percent (.001) of the first \$7,000 per employee, per year. Please refer to [page 8](#) for additional information.

State Disability Insurance (SDI)

The 2003 SDI tax rate is 0.9 percent (.009). The SDI taxable wage limit is \$56,916 per employee, per year. The maximum weekly benefit award is \$602. Please refer to [page 106](#) for additional information.

California Personal Income Tax (PIT) Withholding

California PIT withholding is based on the amount of wages paid, the number of withholding allowances claimed by the employee, and the payroll period. Please refer to [page 12](#) for more information on PIT withholding and [page 36](#) for the California PIT withholding tables.

NOTE: UI, ETT, and SDI rate information is available on the Employment Development Department (EDD) 24-hour automated call system at (916) 653-7795.

What's New in 2003?

The California PIT deposit threshold is \$500. For additional information on your deposit requirements, please refer to [page 74](#).

With the passage of Assembly Bill 2065 (Chapter 488, Statutes of 2002), you may be required to withhold a different amount of California PIT on bonuses and stock options that you give to your employees. For additional information, refer to "How to Withhold PIT on Supplemental Wages" on [page 14](#).

Important Information

Payroll Tax Deposit (DE 88) Coupon

Preprinted DE 88 coupons are barcoded to identify the EDD employer account that should be credited for the payroll tax payment. Using another employer's preprinted DE 88 (original or copy) to send your payroll tax payments will result in your payments being applied to the other employer's account. See [page 73](#) for the methods to obtain DE 88s.

Workers' Compensation

If you have employees, you are required by law to have workers' compensation insurance coverage. Please refer to [page 107](#) for additional information.

Value of Meals and Lodging

If you provide meals and/or lodging to your employees, they are wages. For the value of meals and lodging or additional information, see [page 11](#).

California Legislation Conforms to Federal Law Changes

Legislation was passed in 2002 to conform California income tax law to provisions of the federal Economic Growth and Tax Relief Reconciliation Act of 2001 relating to retirement and pension plans, retroactive to January 1, 2002. For more information, access EDD's Web site at www.edd.ca.gov/taxpen.htm or contact the Employment Tax Call Center at (888) 745-3886.

Wage and Tax Statements (Forms W-2) and Forms 1099

You must provide federal Forms W-2 to your employees and Forms 1099 to the independent contractors who work for you. However, please **do not** send Forms W-2 and 1099 to EDD. Please see [page 84](#) for more information.



Dear California Employer:

In an effort to make it easier for you to understand and locate your payroll tax requirements, I am pleased to announce that we have significantly revised the *California Employer's Guide* for 2003. The information is now organized in chronological sequence in the order of what you need to know and file first. We have also added some flowcharts to provide quick and easy access to your reporting requirements.

Regardless of the size of your business, this guide is an important resource for you to understand and comply with the California payroll tax laws. In addition, our Web site at **www.edd.ca.gov** provides payroll tax information, forms, publications, etc.

You may also want to visit our joint Web site with the Internal Revenue Service, Franchise Tax Board, and State Board of Equalization at **www.taxes.ca.gov** for federal and California tax information for businesses and individuals.

Additionally, our Employment Tax Customer Service representatives are available toll-free at (888) 745-3886 to answer your payroll tax questions. We also offer a variety of other quality services for employers, including labor market information and assistance in locating qualified job applicants and job training.

We look forward to working with you in the new year and providing you with quality service and assistance.

Sincerely,

MICHAEL S. BERNICK
Director
Employment Development Department

Introduction	1
Quick and Easy Access for Tax Help, Forms, and Publications	2
How to Get Started	3
2003 Forms and Due Dates	5
Who Is an Employer and When to Register?	6
Who Is an Employer?	6
When to Register	6
Who Is an Employee?	7
"Common Law" Employee or Independent Contractor	7
What Are State Payroll Taxes?	8
Unemployment Insurance (UI)	8
Employment Training Tax (ETT)	8
State Disability Insurance (SDI)	8
California Personal Income Tax (PIT)	8
Wages Taxable for PIT Withholding	8
State Payroll Taxes	9
Underground Economy	9
What Are Wages?	10
Subject Wages	10
Personal Income Tax (PIT) Wages	10
Difference Between Subject Wages and PIT Wages	10
Employers Subject to California Personal Income Tax (PIT) Only	10
Meals and Lodging	11
Additional Information	11
California Personal Income Tax Withholding	
Wages Subject to PIT Withholding	12
How to Determine Which Wages Require PIT Withholding	12
Marital Status, Withholding Allowances, and Exemptions (Form W-4 and DE 4)	12
Employer's Obligations for the Form W-4 and DE 4	13
How to Determine PIT Withholding Amounts (PIT Tables)	14
What if Your Employee Wants Additional PIT Withholding?	14
How to Withhold PIT on Supplemental Wages	14
Quarterly Estimated Payments	15
Wages Paid to:	
California Residents	15
Nonresidents of California	15
Additional Information	15
Types of Employment (table)	16
Types of Payments (table)	26
California Withholding Schedules for 2003	36
Required Forms	68
<i>Report of New Employee(s) (DE 34)</i>	69
Sample DE 34 Form	70
<i>Report of Independent Contractor(s) (DE 542)</i>	71
Sample DE 542 Form	72
<i>Payroll Tax Deposit (DE 88) - Overview</i>	73
Sample DE 88 Form	73
Withholding Deposits	74
Due Dates for Quarterly Tax Deposits	75
2003 Quarterly EFT Payment Chart	75
Correcting Payroll Tax Deposits	77
<i>Quarterly Wage and Withholding Report (DE 6) - Overview</i>	79
Sample DE 6 Form	80
<i>Annual Reconciliation Statement (DE 7) - Overview</i>	81
Sample DE 7 Form	82
<i>Federal Forms W-2 and 1099</i>	84

Filing Options	86
Electronic Funds Transfer	86
Tax Telefile	86
Electronic Data Interchange (EDI)	87
Magnetic Media Reporting	87
Change of Status	89
Purchase, Sale, Transfer, or Change Ownership	89
What Is a Successor Employer?	90
Change Your Mailing Address/Business Location	90
No Longer Have Employees	90
Close Your Business	90
Additional Requirements	91
Required Notices and Pamphlets	91
Plant Closures and Mass Layoffs (WARN Act)	92
U.S. Government Contractor Job Listing Requirements	93
Recordkeeping	93
Employers' Bill of Rights	94
Commitment	94
Employer Rights	94
Office of the Taxpayer Rights Advocate	94
Offers in Compromise (OIC)	95
Protecting Your Privacy	95
Unemployment Insurance	
Taxes	96
How the UI Tax Rate Schedule Is Determined	96
Notice of Tax Rates	96
Reserve Account Transfers	96
Methods of Paying for UI Benefits	97
Interstate Reciprocal Coverage Elections for Multistate Workers	97
Tips for Reducing Your UI Tax Rate	98
Federal Unemployment Tax Act Certification	98
Benefits	99
How Benefits Are Paid	99
Benefit Award	99
Benefit Qualifications	99
Qualifying UI Wages	100
UI Eligibility Determination	100
UI Claims Process	100
False Statement Penalty	102
Notices of Determination, Ruling, or Modification	103
UI Benefits - Appeals Process	103
Benefit Audits to Determine Fraud	104
Back Pay Award	104
Statement of Charges	104
Layoff Alternatives	105
Notice of Layoff	105
Wage Notices	105
State Disability Insurance (SDI)	106
Taxes - Who Pays for SDI Coverage?	106
Employee Benefits	106
Claim Notices	106
Voluntary Plan	107
Self-Employed Benefits	107
Workers' Compensation Insurance	107
Additional Information	107

Employment and Training Services	108
EDD Job Service	108
Employment Training Panel (ETP)	108
North American Free Trade Agreement (NAFTA)	109
Welfare-to-Work Grant Initiative.....	110
Workforce Investment Act	110
Labor Market Information	111
Information and Assistance by Topic	112
Glossary	119
Index	123
Requisition Form	128

This guide is published to help you understand your rights and responsibilities as an employer. We strive to make the guide easy to read and understand. This guide has been significantly revised based on suggestions received from employers like you. We hope you find the changes helpful.

How to Use This Guide

Information in this guide is presented in a chronological sequence, beginning with what you need to know or do first; such as, who is an employer and when to register, who is an employee, and what are wages.

To simplify reporting requirements, EDD follows federal tax guidelines and due dates whenever possible. However, California laws and rates may differ from federal laws and rates. The EDD administers payroll tax reporting laws according to the California Unemployment Insurance Code (CUIC) and California Code of Regulations (CCR).

Regardless of the size of your business, this guide is an important resource on the procedures required for compliance with California payroll tax laws. It clarifies both the provisions of the CUIC and CCR and their application to your business.

This guide provides information that applies to the majority of employers. The guide provides references to additional information on specialized topics. Information on very specific topics or information that only applies to a small number of employers is not included in the guide.

How to Obtain Assistance and Additional Information

If you have questions that are not addressed in this guide or need additional information, you can access reference materials on EDD's Web site at www.edd.ca.gov or contact the Employment Tax Call Center toll-free at (888) 745-3886 for assistance. For your convenience, EDD's Web site and the Call Center telephone number are listed at the bottom of most pages. Also, this guide is available on EDD's Web site at www.edd.ca.gov/taxform.htm#Publications.

We also offer California payroll tax reporting requirements workshops, and customized seminars and presentations to help you:

- Understand your California payroll tax reporting requirements.
- Avoid common pitfalls and costly mistakes.
- Control Unemployment Insurance costs.
- Learn the differences between independent contractors and employees.
- Understand your reporting requirements for new employees and independent contractors.
- Discover no cost services and resources available to you.

We tailor our education and outreach activities to meet your needs, providing for example, seminars in Spanish, accommodations for the hearing-impaired, and personalized consultations. We offer seminars, workshops, and presentations at locations throughout California. To find out more about a payroll tax education event near you, contact the Employment Tax Call Center at (888) 745-3886 or register on-line by accessing EDD's Web site at www.edd.ca.gov/taxsem.

Other Services

This guide also contains useful information on the many services that EDD offers specifically for employers. The EDD can supply information on a wide range of programs, including ones offering tax credits. The EDD also provides a number of employment services, such as job development and job search workshops, that are designed to reduce unemployment and consequently, your taxes. Whether you are a new or established employer, we offer a variety of services to assist you in building a more successful business and complying with California laws.

We Want to Hear From You

Please let us know what you think about our products and services, especially what we can do to improve this guide to better meet your needs. Please send your comments and suggestions to:

**Employment Development Department
Outreach and Education Office, MIC 93
P.O. Box 826880
Sacramento, CA 94280**

**Fax: (916) 654-6969
E-mail: taxcomm@edd.ca.gov**



Personal Computer

Access EDD's Web site at www.edd.ca.gov to:

- Download and order forms, instructions, and publications at www.edd.ca.gov/taxform.htm.
- Obtain answers to Frequently Asked Questions at www.edd.ca.gov/taxfaq.htm.
- Obtain information on payroll tax seminars at www.edd.ca.gov/taxsem.
- Obtain tax information and learn about EDD services at www.edd.ca.gov/taxind.htm.
- Send comments and questions to EDD on-line at www.edd.ca.gov/eddmail.htm (select "Payroll Tax" under "Topic").

Access the California Tax Information Center Web site at www.taxes.ca.gov for federal and California tax information for businesses and individuals.



Fax-on-Demand

Dial (877) 547-4503 from your fax machine to get most tax forms, publications, and information sheets. You can also listen to recorded messages on various payroll tax topics.



Walk-in

For information and advice on your payroll tax responsibilities, visit your local Employment Tax Office listed between 8 a.m. and 5 p.m. PT:

Bakersfield ¹	1800 30 th Street, Suite 390, 93301
Chico	240 West Seventh Street, 95928
Escondido	240 West 2 nd Avenue, 92025
Eureka	409 "K" Street, Suite 202, 95501
Fresno	1050 "O" Street, 93721
Laguna Hills	23151 Plaza Pointe Drive, Suite 140, 92653
Long Beach ²	4300 Long Beach Boulevard, Suite 700A, 90807
Los Angeles	4021 Rosewood Avenue, Suite 301, 90004
Modesto	3340 Tully Road, Suite E-10, 95350
Monterey	1900 Garden Road, Suite 160, 93940
Oakland	7700 Edgewater Drive, Suite 100, 94621
Orange	1855 West Katella Avenue, Suite 100, 92867
Pleasant Hill	3478 Buskirk Avenue, Suite 215, 94523



Mail

Use the order forms on page 128 and 130 to order forms and publications. You will receive your order within 14 days.



Telephone

Call (888) 745-3886 to speak to a representative. Staff are available Monday through Friday from 7 a.m. to 6 p.m., Pacific Time (PT) to answer your questions.

For the hearing impaired, call (800) 547-9565.

Self Service Offices

Tax forms, a mail drop, and a free direct-line are available from 8 a.m. to 5 p.m. PT at our self-service offices.

Capitola	2045 40th Avenue, Suite A, 95010
El Centro	1550 West Main Street, 92243
Fontana	17590 Foothill Blvd., 92335
Marysville	1114 Yuba Street, 95901
Palm Springs	1111 E. Tahquitz, Canyon Wy, Bldg. C, 92262
Redding	1325 Pine Street, 96001
Riverside	1180 Palmyrita Avenue, Suite B, 92507
Vallejo	125 Corporate Place, 94590
Visalia	5429 Avenida de Los Robles, Suite A, 93291

Sacramento ¹	3321 Power Inn Road, Suite 220, 95826
San Bernardino ²	464 West Fourth Street, Suite 454A, 92401
San Diego	3110 Camino Del Rio South, Suite 100, 92108
San Francisco	745 Franklin Street, Suite 400, 94102
San Jose	906 Ruff Drive, 95110
San Luis Obispo	3196 South Higuera Street, Suite C, 93401
San Mateo	951 Mariners Island Boulevard, Suite 310, 94404
Santa Fe Springs	10330 Pioneer Boulevard, Suite 150, 90670
Santa Monica	914 Broadway, 90401
Santa Rosa	50 "D" Street, Room 415, 95404
Stockton ¹	31 East Channel Street, Room 219A, 95202
Van Nuys	6150 Van Nuys Boulevard, Room 210, 91401
Ventura ¹	4820 McGrath Street, Suite 250, 93003

¹ The Franchise Tax Board and the State Board of Equalization are also located at these sites offering in-person, one-stop tax service.

² The Franchise Tax Board is also located at this site.

To help you meet your employer reporting and tax payment obligations, we have highlighted some essential steps to ensure that you get off to a good start. Please keep in mind that your employer requirements may **not** be limited to what is listed on this page. This guide will provide you with the detailed information needed to meet your employer reporting and tax payment obligations.

Step 1

Are you an employer? - If you have paid in excess of \$100 in total wages in a calendar quarter to one or more employees, you are an employer and must register with the Employment Development Department (EDD).

Step 2

ACTION REQUIRED: Complete and submit a **Registration Form for Commercial Employers (DE 1)** no later than 15 days from the date you paid in excess of \$100 in wages. (If you are **not** a "commercial" employer, refer to page 6.) Be sure to complete all items on the DE 1. You will be assigned an eight-digit EDD employer account number, which identifies your business for the purpose of reporting and paying payroll taxes. Include your EDD employer account number on all correspondence, including reports and payments that you send to EDD.

Step 3**ACTION REQUIRED:**

- **Report new employee(s)** within 20 days of the employee's start-of-work date. All newly hired and rehired employees should be reported to EDD on the *Report of New Employee(s)* (DE 34) form. If you acquire an ongoing business and employ any of the former owner's workers, these employees are considered new hires and you should report them to EDD. For additional information on reporting new employees, refer to page 69.
- **Report independent contractor information** within 20 days of paying an independent contractor \$600 or more, or entering into a contract for \$600 or more, whichever is earlier. Independent contractor information must be reported to EDD by completing the *Report of Independent Contractor(s)* (DE 542) form. For additional information on Independent Contractor Reporting, refer to page 71.
- **Provide your employees** with pamphlets on employee withholdings and Unemployment Insurance (UI) and State Disability Insurance (SDI). For additional information on employee pamphlets, refer to page 91.
- **Post an employee notice** with UI and SDI claim and benefit information. This notice should be posted in a prominent location, easily seen by your employees. The appropriate notice will be sent to you after you register. For additional information on employee notices, refer to page 91.

Step 4

ACTION REQUIRED: Make your **UI, Employment Training Tax (ETT), SDI, and California Personal Income Tax (PIT) deposits** by submitting a *Payroll Tax Deposit* (DE 88) coupon with your remittance, or through Electronic Funds Transfer. Your SDI and PIT withholdings are due based on your federal deposit requirements. Your UI and ETT payments are due quarterly. For additional information on your deposit requirements, refer to page 73.

Step 5

ACTION REQUIRED: File a **Quarterly Wage and Withholding Report (DE 6)** to report wages paid and PIT withheld by employee for each quarter. The reports are due on January 1, April 1, July 1, and October 1 each year. This report must be submitted even if no wages are paid during a calendar quarter. For additional information on DE 6 reporting requirements, refer to page 79.

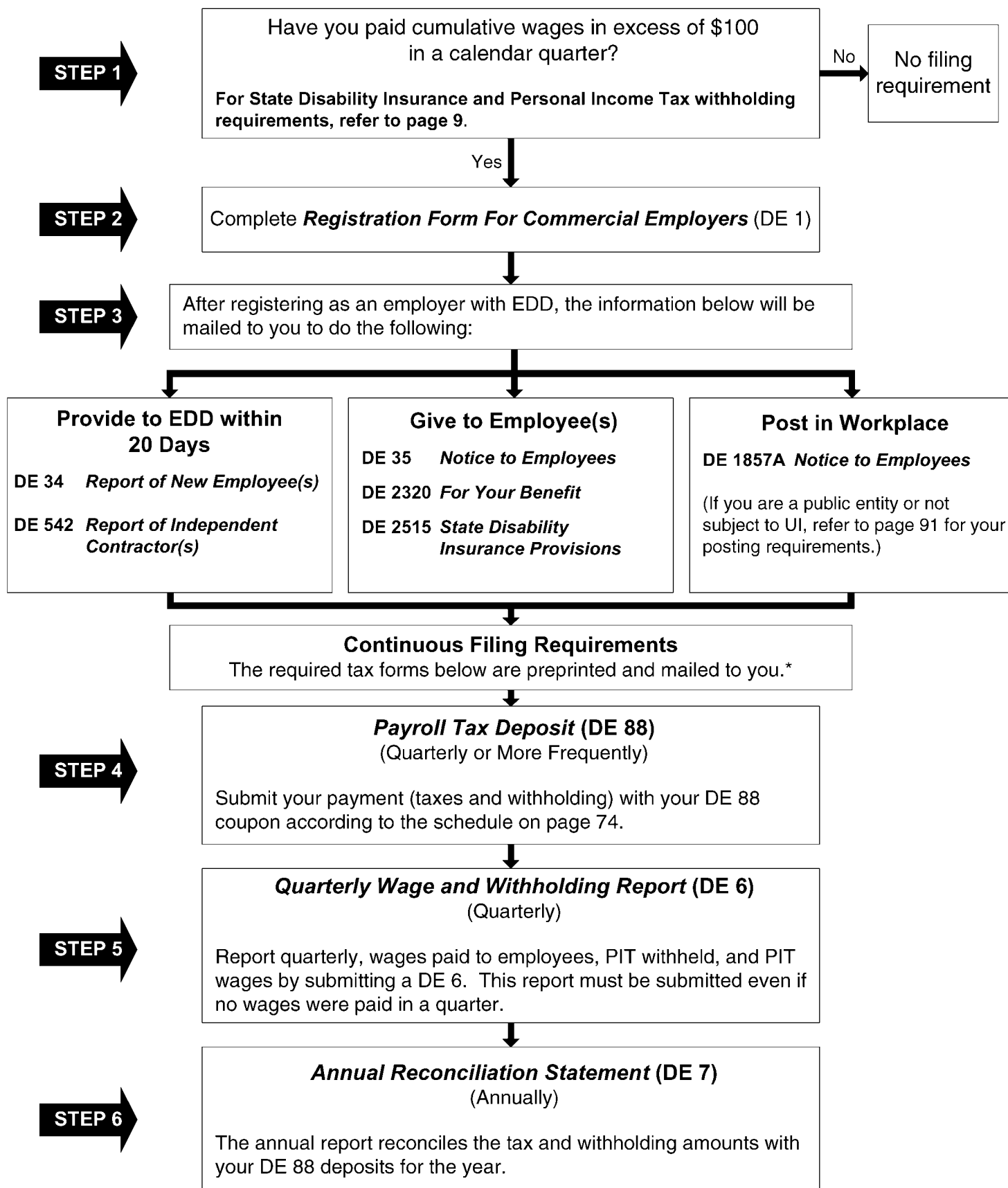
Step 6

ACTION REQUIRED: File an **Annual Reconciliation Statement (DE 7)** to reconcile the tax and withholding amounts with your DE 88 deposits for the year. Your 2003 DE 7 must be postmarked by February 2, 2004, to be timely. For additional information on DE 7 reporting requirements, refer to page 81.

NOTE: Failure to do the above steps on time may result in penalty and interest charges.

Most forms and publications are available on EDD's Web site at www.edd.ca.gov/taxform.htm, by accessing our Fax-on-Demand (877) 547-4503, or by contacting our Employment Tax Call Center at (888) 745-3886.

For information on your federal employment tax reporting requirements, access the IRS' Web site at www.irs.gov or contact IRS at (800) 829-1040.



*To ensure that you receive your forms, it is important that EDD has your correct address and that you notify EDD of any address change. Most forms are available on our Web site at www.edd.ca.gov, Fax-on-Demand (877) 547-4503, or by calling our Employment Tax Call Center (888) 745-3886.

2003 FORMS AND DUE DATES

Due	Form	Name
Within 15 calendar days after paying over \$100 in wages.	DE 1	<i>Registration Form for Commercial Employer</i> (If you are not a commercial employer, refer to page 6.)
Within 20 days of start of work for new or rehired employees.	DE 34	<i>Report of New Employee(s)</i>
Within 20 days of paying an independent contractor \$600 or more, or entering into a contract for \$600 or more, whichever is earlier.	DE 542	<i>Report of Independent Contractor(s)</i>

Due	Delinquent if not filed by ¹	Report	Quarter/Annual (Covering)
April 1, 2003	April 30, 2003	DE 6	1st (January, February, March)
July 1, 2003	July 31, 2003	DE 6	2nd (April, May, June)
October 1, 2003	October 31, 2003	DE 6	3rd (July, August, September)
January 1, 2004	February 2, 2004	DE 6	4th (October, November, December)
January 1, 2004	February 2, 2004	DE 7	2003 (Entire Year)

DE 88 DEPOSIT REQUIREMENTS

If Your Federal Deposit Schedule Is ²	And You Have Accumulated State PIT Withholding of	SDI & PIT Deposit Required	If Payday Is	Deposit Due By ¹
Next Banking Day	\$500 or less	No	Not applicable	Not applicable
	More than \$500	Yes	Not applicable	Next Banking Day
Semi-Weekly	\$500 or less	No	Not applicable	Not applicable
	More than \$500	Yes	Wed., Thurs., or Fri.	Following Wednesday
	More than \$500	Yes	Sat., Sun., Mon., or Tues.	Following Friday
Monthly	\$500 or less	No	Not applicable	Not applicable
	More than \$500	Yes	Not applicable	15 th of the following month
Quarterly ³	Less than \$350	Yes	Not applicable	April 30, 2003 July 31, 2003 October 31, 2003 February 2, 2004
	\$350 or more	Yes	Not applicable	15th of the following month

¹ If the due date falls on a Saturday, Sunday, or legal holiday, the due date is extended to the next business day.

² Refer to page 86 to determine if you are required to pay by Electronic Funds Transfer.

³ This is not a federal deposit requirement. If you do not meet one of the above federal deposit schedules, you are required to make California payroll tax deposits quarterly.

WHO IS AN EMPLOYER?

An employer is a person or legal entity who hires one or more persons to work for a wage or salary. Employers include sole proprietors, joint ventures, partnerships (including husband/wife co-ownerships), corporations, S corporations, limited liability companies, limited liability partnerships, nonprofit organizations, associations, trusts, charitable foundations, public entities, and State and federal agencies.

Private households, local college clubs, and local chapters of fraternities and sororities who employ workers to perform household services are "household employers." For more information on household employment, obtain a *Household Employer's Guide* (DE 8829) by accessing EDD's Web site at www.edd.ca.gov/taxform.htm, completing the order form on page 128, or contacting the Employment Tax Call Center at (888) 745-3886.

When do I become an employer?

A business becomes an employer when it pays **accumulative** wages in excess of \$100 in a calendar quarter to one or more employees. Wages are compensation for services performed, including, but not limited to cash payments, commissions, bonuses, and the reasonable cash value of non-monetary payments for services, such as meals and lodging.

WHEN TO REGISTER

All employers conducting business in California are subject to the employment tax laws of the California Unemployment Insurance Code. Once a business hires an employee, the employer must complete and submit a registration form to the Employment Development Department (EDD) within 15 days of paying wages in excess of \$100 in a quarter.

Employers are responsible for reporting wages paid to their employees and paying Unemployment Insurance (UI) tax and Employment Training Tax (ETT) on those wages, as well as withholding and remitting State Disability Insurance (SDI) tax and California Personal Income Tax (PIT) due on wages paid to their workers. Once subject, an employer **must** report wages for that year and the following year, regardless of the amount of wages paid.

- ☐ **ACTION REQUIRED:** Register with EDD for an employer account number if you have paid wages in excess of \$100 in a calendar quarter to one or more employees.

How to Register (Obtaining an EDD Employer Account Number)

The EDD has designed the industry specific registration forms listed below.

Commercial	DE 1	Household	DE 1HW
Agricultural	DE 1AG	Nonprofit	DE 1NP
Government/Schools/Indian Tribes	DE 1GS	Personal Income Tax Only	DE 1P

To obtain your industry specific registration form, access EDD's Web site at www.edd.ca.gov/taxform.htm, complete the order form on page 128, access our Fax-on-Demand at (877) 547-4503, or contact the Employment Tax Call Center at (888) 745-3886. Please mail or fax the completed registration form to:

**Employment Development Department
Account Services Group, MIC 28
P.O. Box 826880
Sacramento, CA 94280
Fax (916) 654-9211**

You may also register by telephone by calling EDD's Tele-Reg at (916) 654-8706. Employers using Tele-Reg receive their EDD employer account number over the phone. After receiving your EDD employer account number, you will receive your new employer packet in three separate mailings.

NOTE: If you employ workers around your private residence, refer to the *Household Employer's Guide* (DE 8829) for your reporting requirements.

REMEMBER:

- Employment occurs when an employer engages the services of an employee for pay.
- You become an employer when the total wages paid to one or more employees is in excess of \$100 in a quarter.
- A registration form must be completed and submitted to EDD within 15 days of paying wages in excess of \$100.
- Employers are responsible for reporting wages paid to employees and paying Unemployment Insurance tax and Employment Training Tax on the wages, as well as withholding and remitting State Disability Insurance tax and Personal Income Tax.

An "employee" includes all of the following:

- Any officer of a corporation
- Any worker who is an employee under the usual common law rules
- Any worker whose services are specifically covered by law

An employee may perform services on a temporary or less than full-time basis. The law does not exclude employment services, which are commonly referred to as day labor, part-time help, casual labor, temporary help, probationary, and outside labor.

"COMMON LAW" EMPLOYEE OR INDEPENDENT CONTRACTOR

What is common law?

"Common law," as we know it, has evolved slowly over the years based upon decisions rendered by the courts on individual cases. The **common law** rules of employment, as they exist today, are the total of all court decisions related to the question of what constitutes an employment relationship.

When does an employer-employee relationship exist?

An employer-employee relationship exists when a person who hires an individual to perform services has the right to exercise control over the manner and means by which the individual performs his/her services. The "**right of control**," whether or not exercised, is the most important factor in determining the relationship. Tax decisions by the California Unemployment Insurance Appeals Board (CUIAB) are based on the right of control factor along with the examination of secondary factors, when necessary.

How can I get additional information on this topic?

Incorrectly classifying your workers can be a costly mistake. If you have incorrectly treated employees as independent contractors, you could be liable for back taxes, penalties, and interest. To help you determine if you have correctly classified your workers, EDD has several resources available:

- **Employment Determination Guide (DE 38)** - Asks a series of "Yes" or "No" questions regarding your treatment of workers to help determine if a problem may exist and whether you need to seek additional guidance.
- **Determination of Employment Work Status for Purposes of State of California Employment Taxes and Personal Income Tax Withholding (DE 1870)** - Provides a series of questions regarding your relationship with the workers. After you complete and return this form, EDD will send you a written determination stating whether your workers are employees or independent contractors based on the facts that you have provided.
- **Information Sheets** on general and industry specific issues including *Information Sheet: Employment* (DE 231) - To request information sheets, access EDD's Web site at www.edd.ca.gov/taxform.htm#Publications, complete the order form on page 130, access our Fax-on-Demand at (877) 547-4503, or contact the Employment Tax Call Center at (888) 745-3886.
- **Precedent Tax Decisions** by the CUIAB - Available on EDD's Web site at www.edd.ca.gov/txprecdt/txpdind.htm.
- **Payroll Tax Seminars** on employee and independent contractor issues - Access EDD's Web site at www.edd.ca.gov/taxsem or contact the Employment Tax Call Center at (888) 745-3886.
- **Verbal Guidance** on worker classification issues - Contact the Employment Tax Call Center at (888) 745-3886.

REMEMBER:

- An employee includes any officer of a corporation, worker who is an employee under common law, and worker whose services are specifically covered by law. (Refer to the "Types of Employment" table on page 16 for additional information.)
 - An employee may perform services on a temporary or less than full-time basis.
 - The "right of control" is the most important factor in determining an employer-employee relationship.
 - The EDD has several resources available to help you correctly classify your workers.
-

The EDD administers the following California payroll tax programs:

- Unemployment Insurance (UI)
- Employment Training Tax (ETT)
- State Disability Insurance (SDI)
- California Personal Income Tax (PIT) withholding

The UI and ETT are employer paid contributions. The SDI and PIT are withheld from employee wages. Wages are subject to all four payroll taxes unless otherwise stated.

UNEMPLOYMENT INSURANCE (UI)

What is UI Tax?

The UI was established as part of a national program administered by the U.S. Department of Labor under the Social Security Act. The UI provides temporary payments to individuals who are unemployed through no fault of their own.

Who Pays it?

The UI is an employer-paid tax. Tax-rated employers pay a percentage on the first \$7,000 in wages paid to each employee in a calendar year. The UI rate schedule and amount of taxable wages are determined annually. New employers pay 3.4 percent (.034) for the first three years.

Nonprofit and governmental employers may elect the reimbursable method of financing UI in which they reimburse the UI Fund on a dollar-for-dollar basis for all benefits paid to their former employees.

EMPLOYMENT TRAINING TAX (ETT)

What is ETT?

The ETT provides funds to train employees in targeted industries to improve the competitiveness of California businesses. The ETT funds promote a healthy labor market by helping California businesses invest in a skilled and productive workforce, and develop the skills of workers who directly produce or deliver goods and services.

Who pays it?

The ETT is an employer-paid tax. Employers subject to ETT pay one-tenth of one percent (.001) on the first \$7,000 in wages paid to each employee in a calendar year.

STATE DISABILITY INSURANCE (SDI)

What is SDI tax?

The SDI provides temporary benefit payments to workers for nonwork-related disabilities.

Who pays it?

The SDI is a deduction from employees' wages. Employers withhold a percentage for SDI on the first \$56,916 in wages paid to each employee in a calendar year.

CALIFORNIA PERSONAL INCOME TAX (PIT)

What is PIT?

California PIT is a tax levied by the Franchise Tax Board (FTB) on the income of California residents and the income derived within California of nonresidents. The EDD administers the reporting, collection, and enforcement of PIT withholding. California PIT is administered by FTB and EDD for the Governor to provide resources needed for California public services such as schools, public parks, roads, and health and human services.

Who pays it?

California PIT is withheld from employees' pay based on the *Employee's Withholding Allowance Certificate* (Form W-4 or DE 4) on file with the employer.

Wages Taxable For PIT Withholding

Wages subject to California PIT withholding consist of compensation for services performed by an employee, with certain exceptions. Please refer to page 36 for the PIT withholding tables.

Wages include, but are not limited to salaries, bonuses, commissions, fees (except fees paid to public officials), and payments in forms other than checks or cash. Wages in any form other than checks or cash are measured by the fair market value of the goods, lodging, meals, or other compensation given in payment for the employee's services.

STATE PAYROLL TAXES

	Unemployment Insurance (UI)	Employment Training Tax (ETT)	State Disability Insurance (SDI)	California Personal Income Tax (PIT)
Who Pays	Employer	Employer	Employee (employer withholds from employee wages)	Employee (employer withholds from employee wages)
Taxable Wages	First \$7,000 of subject wages per employee, per year	First \$7,000 of subject wages per employee, per year	First \$56,916 of subject wages per employee, per year	No limit. Please refer to PIT withholding tables on page 36.
Tax Rate	Changes each year based on an employer's UI experience. The EDD notifies employers of their new rate each December. Generally, a new employer's UI tax rate is 3.4 percent for the first three years.	Set by statute at 0.1 percent (.001) of UI taxable wages for employers with positive UI reserve account balances.	Set by the California State Legislature, SDI may change each year. The 2003 SDI tax rate is 0.9 percent (.009) of SDI taxable wages per employee, per year.	California PIT is withheld based on the employee's Form W-4 or DE 4.
Maximum Tax	\$378 per employee, per year. (Calculated at the highest UI tax rate of 5.4 percent x \$7,000.)	\$7 per employee, per year (\$7,000 x .001)	\$512.24 per employee, per year (\$56,916 x .009)	No maximum
NOTE: Some types of employment are exempt from payroll taxes and/or PIT withholding. Please refer to the "Types of Employment" table on page 16. Certain types of wages and benefits are exempt from payroll taxes. Please refer to the "Types of Payments" table on page 26.				

UNDERGROUND ECONOMY

The "underground economy" is comprised of those individuals and businesses that deal in cash and/or use other schemes to conceal their activities and their true tax liability from government licensing and taxing agencies. Underground economy employers gain an unfair business advantage because they do not pay workers' compensation and State and federal payroll taxes.

When businesses operate in the underground economy, they gain an unfair competitive advantage over businesses that comply with the law. This causes unfair competition in the marketplace and forces law-abiding businesses, like you, to pay higher taxes.

To report businesses that are paying workers undocumented cash payments, failing to carry workers' compensation insurance, or not complying with labor and licensing laws, please contact EDD's Underground Economy Operations at:

Hotline: (800) 528-1783
Telephone: (916) 464-1075
Fax: (916) 464-1020
E-mail: ueo@edd.ca.gov

To obtain the *Paying Cash Wages "Under the Table"* (DE 573CA) brochure, access EDD's Web site at www.edd.ca.gov/taxform.htm#Publications, complete the order form on page 128, access our Fax-on-Demand at (877) 547-4503, or contact the Employment Tax Call Center at (888) 745-3886.

Wages are all compensation for an employee's personal services, whether paid by check or cash, or the reasonable cash value of noncash payments such as meals and lodging. The method of payment, whether by private agreement, consent, or mandate, does not change the taxability of wages paid to employees. Payments are considered wages even if the employee is a casual worker; day or contract laborer; part-time or temporary worker; or is paid by the day, hour, or any other measurement. Supplemental payments, including bonuses, overtime pay, sales awards, commissions, and vacation pay, are also considered wages.

SUBJECT WAGES

Generally, all wages are considered subject wages and are used to determine the amount of Unemployment Insurance (UI) and State Disability Insurance (SDI) benefits a claimant should receive. Subject wages are the full amount of wages, regardless of the UI (\$7,000) and SDI (\$56,916) taxable wage limits. Enter your Total Subject Wages in "Item G" on the *Quarterly Wage and Withholding Report* (DE 6). Certain types of employment and payments are not considered subject (refer to the "Types of Employment" table on page 16 and "Types of Payments" table on page 26).

PERSONAL INCOME TAX (PIT) WAGES

Personal Income Tax (PIT) wages are cash and noncash payments subject to State income tax. Wages that must be reported on an individual's California income tax return are PIT wages. Most payments for employees' services are reportable as PIT wages. An employee's calendar year total for PIT wages should agree with the amount reported on the employee's federal *Wage and Tax Statement* (Form W-2) in Box 16 (State Wages, Tips, etc.). The PIT wages must be reported quarterly in "Item H" on the DE 6.

NOTE: Some wages excluded from PIT withholding are still considered PIT wages and must be reported to EDD (for example, wages paid to agricultural workers).

DIFFERENCE BETWEEN SUBJECT WAGES AND PIT WAGES

In most situations, when wages are subject to UI, ETT, SDI, and PIT withholding, subject wages and PIT wages are the same. Examples of when subject wages and PIT wages are different are:

- Employee salary reduction contributions to a qualified retirement or pension plan are included as subject wages, but are not reportable as PIT wages (refer to "Types of Payments" table on page 26).
- Under certain situations, wages paid to family employees (minor son or daughter under 18, spouse, and parent) may not be reported as subject wages, but are reportable as PIT wages (refer to "Types of Employment" table on page 16).
- Payments made to employees of churches are not reported as subject wages, but are reportable as PIT wages (refer to "Types of Employment" table on page 16).

EMPLOYERS SUBJECT TO CALIFORNIA PERSONAL INCOME TAX (PIT) ONLY

Employers who are only required to withhold California PIT are also required to register with EDD. The employer is liable for the required PIT, whether or not it is withheld. By law, the filing of federal Form 1099 (issued to the worker) with the Franchise Tax Board does not relieve the employer of liability.

MEALS AND LODGING

Meals and lodging provided to an employee are wages. If your employees are covered under a contract of employment or union agreement, the taxable value of meals and lodging should not be less than the estimated value stated in that document.

If the cash value is not stated in an employment contract or union agreement, please refer to the table below for the value of the meals and/or lodging. To determine the value of lodging, multiply the amount you could rent the property for (ordinary rental value) by 66 2/3 percent (0.6667). Ordinary rental value may be calculated on a monthly or weekly basis as follows:

Value of Meals						Value of Lodging	
Year	3 Meals per Day	Breakfast	Lunch	Dinner	Meal Not Identified	Maximum Per Month	Minimum Per Week
2003	\$ 8.45	\$ 1.85	\$ 2.55	\$ 4.05	\$ 2.95	\$ 886	\$ 28.75
2002	\$ 8.20	\$ 1.80	\$ 2.50	\$ 3.90	\$ 2.85	\$ 826	\$ 26.80
2001	\$ 7.85	\$ 1.70	\$ 2.40	\$ 3.75	\$ 2.75	\$ 778	\$ 25.25
2000	\$ 7.75	\$ 1.70	\$ 2.35	\$ 3.70	\$ 2.70	\$ 742	\$ 24.05

NOTE: For maritime employees, refer to EDD's Web site at www.edd.ca.gov/taxrte9x.htm#meals.

For more information on meals and lodging, call the Employment Tax Call Center at (888) 745-3886.

ADDITIONAL INFORMATION

- EDD Web site (forms and publications) www.edd.ca.gov/taxform.htm
- Fax-on-Demand (877) 547-4503
- Who is an Employee Page 7
- Types of Employment (table) Page 16
- Types of Payments (table) Page 26
- Information Sheets: Page 130
 - DE 231A – Wages
 - DE 231PIT – *Personal Income Tax Wages Reported on the Quarterly Wage and Withholding Report (DE 6)*
 - DE 231W – *How to Reduce Your Personal Income Tax Liability*

WAGES SUBJECT TO PIT WITHHOLDING

With certain exceptions, compensation for services performed by an employee are considered wages and subject to California Personal Income Tax (PIT) withholding. California wages include, but are not limited to, salaries, bonuses, commissions, fees (except fees paid to public officials), and payments in forms other than checks or cash. California wages in any form other than checks or cash are measured by the fair market value of the goods, lodging, meals, or other compensation given in payment for the employee's services.

How to Determine Which Wages Require PIT Withholding

Most wages require California PIT withholding. In order to determine which wages require PIT withholding, refer to "Types of Employment" table on page 16 and "Types of Payments" table on page 26. These tables identify special classes of employment and special types of payments and their treatment for UI, ETT, SDI, and California PIT wages and withholding. Also refer to "Who is an Employee" on page 7.

To obtain information sheets for specific industries and types of services, access EDD's Web site at www.edd.ca.gov/taxform.htm#Publications, complete the order form on page 130, access our Fax-on-Demand at (877) 547-4503, or contact the Employment Tax Call Center at (888) 745-3886.

MARITAL STATUS, WITHHOLDING ALLOWANCES, AND EXEMPTIONS (FORM W-4 AND DE 4)

An Internal Revenue Service (IRS) *Employee's Withholding Allowance Certificate* (Form W-4) is normally used for California PIT withholding. However, if an employee wants to claim a different marital status and/or a different number of allowances than are claimed for federal withholding purposes, the employee should file an *Employee's Withholding Allowance Certificate* (DE 4). For instance, California recognizes the "Head of Household" status, and an employee would need to file a DE 4 to claim that status.

If an employee expects to itemize deductions on his/her California income tax return, he/she can claim additional withholding allowances, which are greater than his/her regular withholding allowances. When reduced withholding amounts are appropriate because of large amounts of itemized deductions, the employee **must** complete a DE 4, including the attached worksheets, to support additional allowances for the itemized deductions. For specific information for treatment of additional withholding allowances for estimated deductions, refer to "Instructions for Additional Withholding Allowances for Estimated Deductions" on page 36 and the "Estimated Deduction" table on page 38.

Use of the DE 4 is optional; however, if an employee provides you with a DE 4, you must use it to determine his/her California PIT withholdings. To obtain copies of the DE 4, access EDD's Web site at www.edd.ca.gov/taxform.htm, complete the order form on page 128, access our Fax-on-Demand at (877) 547-4503, or contact the Employment Tax Call Center at (888) 745-3886.

An employee may request that no California PIT be withheld if he/she:

- Incurred no liability for federal income tax for the preceding taxable year; **and**
 - Anticipates that no federal income tax liability will be incurred for the current taxable year.
- ☐ **ACTION REQUIRED:** Each employee must complete a Form W-4 for federal and California withholding. If the employee wants to claim a different marital status and/or different number of allowances for California PIT withholding, the employee must also complete a DE 4.

If	Then
Employee does not file a DE 4	You must use the marital status and allowances claimed (including any additional allowances) by the employee on the federal Form W-4 to calculate the employee's California PIT withholding. Exception: Do not withhold any California PIT from wages of employees who have filed "EXEMPT" on their Form W-4 unless you receive a written notice from IRS or Franchise Tax Board (FTB) to withhold at a special rate. To maintain "EXEMPT" status, the employee must file a new Form W-4 each year on or before February 15.
Employee files a DE 4	You must use the DE 4 to calculate and withhold California PIT.
Employee's marital status cannot be determined from the Form W-4 or DE 4	Consider the employee as single for California PIT withholding purposes.

Employer's Obligations for the Form W-4 and DE 4

Under certain conditions, you are required to send your employees' Form W-4 to IRS and/or DE 4 to EDD. Federal regulations require employers to submit copies of all Forms W-4 to IRS that are received during the quarter which claim:

- More than 10 withholding allowances; or
- Exemption from withholding when the usual weekly wages will exceed \$200 per week.

If an employee completes a Form W-4 for both federal and California withholding purposes and you are required to submit a copy, submitting the Form W-4 to IRS satisfies the California requirement. Each quarter you are required to send EDD all DE 4s which claim more than 10 withholding allowances (if you did not send the same information to IRS on Form W-4).

Normally, the employer retains the Form W-4 (and DE 4) in the employee's payroll records.

- ☐ **ACTION REQUIRED:** If Form W-4 meets the criteria above, submit a copy of Form W-4 to IRS. If the employee's Form W-4 was not sent to IRS and he/she claims more than 10 withholding allowances on a DE 4, submit a copy of the DE 4 to EDD. Please also keep copies of the forms in the employee's payroll records.

If	Then
Form W-4 is sent to IRS	Treat the Form W-4 as valid until notified in writing by IRS on how to handle the employee's withholding for federal withholding purposes. The instructions you receive for federal withholding purposes also apply for California withholding purposes unless the employee provides you with a DE 4.
DE 4 meets the EDD reporting requirement	<p>Employers are required to send a copy of the DE 4 to EDD with the next <i>Quarterly Wage and Withholding Report</i> (DE 6) when:</p> <ul style="list-style-type: none">• You did not send the same information on Form W-4 to IRS.• Employee makes material alterations on Form W-4 or DE 4.• Employee provides you with a Form W-4 or DE 4 that the employee admits is false. <p>The EDD forwards the DE 4 to FTB for determination. Continue to treat the DE 4 as valid until notified in writing by FTB of the proper marital status and number of allowances to use for California withholding purposes for the employee.</p>

NOTE:

- If an employee disagrees with an IRS or FTB determination as it applies to California withholding, the employee may request a review of the determination by writing to:

**Franchise Tax Board
W-4 Unit
P.O. Box 2952
Sacramento, CA 94240**
- The burden of proof rests with the employee to show that the determination is incorrect for California withholding purposes. Continue to withhold California PIT based on the IRS or FTB determination until notified in writing by IRS or FTB of any changes. In the event IRS or FTB finds no reasonable basis for the number of withholding allowances claimed on Form W-4 or DE 4, the employee may be subject to a \$500 penalty.

HOW TO DETERMINE PIT WITHHOLDING AMOUNTS (PIT TABLES)

Refer to page 36 for the 2003 California PIT withholding tables and information on how to calculate withholdings.

What if Your Employee Wants Additional PIT Withholding?

In addition to the tax required to be withheld from salaries and wages, you may, upon written request from the employee, agree to withhold an additional amount from the employee's wages. This agreement will be effective for the periods you and the employee mutually agree upon or until written termination of the agreement.

If employees rely on the Form W-4 when calculating California withholding allowances, their California PIT could be significantly underwithheld. This is particularly true if the household income is derived from more than one source. If an employee wants more California PIT withheld than the tables and the alternate methods allow, the employee should either request additional withholding or, if married, indicate "single" on the DE 4. For more information, refer to the DE 4 form and instructions.

HOW TO WITHHOLD PIT ON SUPPLEMENTAL WAGES

Supplemental wages include, but are not limited to, bonuses, overtime pay, sales awards, commissions, stock options, and vacation pay. Under certain circumstances, bonuses and stock options are taxed at a different flat rate than other types of supplemental wages (see "Supplemental Wages" below). This only applies to stock options that are considered wages subject to PIT withholding.

If the supplemental wage is given to the employee at the same time as the employee's regular wages are paid, you are **required** to treat the sum of the payments as regular wages and withhold PIT based on the regular payroll period using the PIT withholding schedules.

If the supplemental wage is **not** given to the employee at the same time as the employee's regular wages are paid, you may use either of the following two options:

1. Compute the amount of PIT to withhold from the supplemental wage based on the combined regular wages and the supplemental wage by adding the supplemental wage to the current or most recent regular (gross) wage payment. Compute the PIT withholding on the total using the PIT withholding schedules. From that amount, subtract the PIT you withheld from the regular wages. The difference is the PIT amount you should withhold from the supplemental wages.
or
2. Withhold the percentage noted below on the following types of supplemental wages without allowing for any withholding allowances claimed by the employee:

Supplemental Wages	Percentage
Bonuses and stock options	9.3 percent (.093)
Other types (such as overtime pay, commissions, sales awards, and vacation pay)	6 percent (.06)

To find out if stock options are wages subject to PIT withholding, obtain the *Information Sheet: Stock Options* (DE 231SK) by accessing EDD's Web site at www.edd.ca.gov/taxform.htm#Publications, completing the order form on page 130, or calling the Employment Tax Call Center at (888) 745-3886.

QUARTERLY ESTIMATED PAYMENTS

Wages are subject to mandatory California PIT withholding at the time they are paid to the employee. Quarterly estimates paid directly to FTB are intended to satisfy taxes on income not subject to withholding. Quarterly estimates paid by an employee directly to FTB in lieu of proper withholdings from wages may result in an assessment to the employer. If you have questions regarding quarterly estimated payments, contact FTB at (800) 852-5711.

WAGES PAID TO CALIFORNIA RESIDENTS

If	Then
A California resident performs services in California or in another state	<p>Wages paid to the resident employee are subject to California PIT withholding, and PIT must be withheld from all wages paid, in accordance with the employee's Form W-4 or DE 4.</p> <p>The wages paid must be reported as PIT wages on the <i>Quarterly Wage and Withholding Report</i> (DE 6). The PIT withheld must also be reported on the DE 6.</p>
A California resident performs services that are subject to personal income tax withholding laws of both California and another state, political subdivision, or the District of Columbia	<p>Make the withholding required by the other jurisdiction and:</p> <ul style="list-style-type: none"> Withhold for California the amount by which the California withholding amount exceeds the withholding amount for the other jurisdiction; or Do not withhold any California PIT if the withholding amount for the other jurisdiction is equal to, or greater than, the withholding amount for California. <p>The wages reported as PIT wages on the <i>Quarterly Wage and Withholding Report</i> (DE 6) are the same wages that are entered in "Box 16" on your employee's Form W-2. The PIT withheld must also be reported on the DE 6.</p>

WAGES PAID TO NONRESIDENTS OF CALIFORNIA

If	Then
A nonresident employee performs all services in California	<p>The wages paid to the nonresident employee are subject to California PIT withholding, and PIT must be withheld from all wages paid, in accordance with the employee's Form W-4 or DE 4.</p> <p>The wages paid must be reported as PIT wages on the DE 6. The PIT withheld must also be reported on the DE 6.</p>
A nonresident employee performs services both in California as well as in another state	<p>Only the wages earned in California are subject to California PIT withholding. The amount of wages subject to California PIT withholding is that portion of the total number of working days employed in California compared to the total number of working days employed in both California and the other state.</p> <p>The California wages must be reported as PIT wages on the DE 6. The PIT withheld must also be reported on the DE 6.</p> <p>NOTE: For employees whose compensation depends on the volume of business transacted, the amount of earnings subject to California PIT withholding is that portion received for the volume of business transacted in California compared to the total volume of business in both California and the other state.</p>

ADDITIONAL INFORMATION

- EDD Web site (forms and publications) www.edd.ca.gov/taxform.htm
- Fax-on-Demand (877) 547-4503
- Information Sheets: Page 130
 - DE 231D – *Multistate Employment*
 - DE 231P – *Withholding From Pensions, Annuities, and Other Deferred Income*
 - DE 231PS – *Supplemental Wage Payments & Moving Expense Reimbursement*
 - DE 231R – *Third Party Sick Pay*
- Types of Employment (table) Page 16
- Types of Payments (table) Page 26

This table identifies special classes of employment and will help you determine your tax responsibilities. If you have questions regarding an individual's proper status in working for/with you, please contact the Employment Tax Call Center at (888) 745-3886.

In addition to this table, EDD has prepared the "Types of Payments" table on page 26 and information sheets for specific industries, types of services, or types of payments. To obtain the information sheets, access EDD's Web site at www.edd.ca.gov/taxform.htm#Publications, complete the order form on page 130, access our Fax-on-Demand at (877) 547-4503, or contact the Employment Tax Call Center at (888) 745-3886.

Types of Employment	TREATMENT FOR TAX PURPOSES			
	Unemployment Insurance and Employment Training Tax ¹	State Disability Insurance	Personal Income Tax Withholding	Personal Income Tax Wages
Agricultural Labor Also refer to federal <i>Agricultural Employer's Tax Guide</i> (Publication 51, Circular A).	Subject California Unemployment Insurance Code (CUIC) Section (\$) 611	Subject CUIC §611	Not subject ² CUIC §13009(a)	Reportable CUIC §13009.5
Artists and Authors: A. Common law employees. B. Statutory employees hired for specific work. Refer to <i>Information Sheet: Statutory Employees</i> (DE 231SE).	Subject CUIC §621(b)	Subject CUIC §621(b)	Subject CUIC §13004	Reportable CUIC §13009.5
	Subject CUIC §601.5	Subject CUIC §601.5	Not subject California Code of Regulations (CCR), Title 22 §4304-1	Reportable CUIC §13009.5
Automotive Repair Industry Refer to <i>Information Sheet: Automotive Repair Industry</i> (DE 231B)	Subject CUIC §621(b)	Subject CUIC §621(b)	Subject CUIC §13004	Reportable CUIC §13009.5
Barber and Beauty Shops Refer to <i>Information Sheet: Cosmetologists</i> (DE 231C)	Subject CUIC §621(b)	Subject CUIC §621(b)	Subject CUIC §13004	Reportable CUIC §13009.5
Baseball Players	Subject unless under agreement to perform for a share of the profits and expenses of the club. CUIC §653	Subject unless under agreement to perform for a share of the profits and expenses of the club. CUIC §653	Subject CUIC §13004	Reportable CUIC §13009.5
Brokers (does not apply to nonprofit or public agencies): A. Specific salespersons: • Real estate brokers or salespersons • Gas or oil brokers or mineral brokers • Yacht brokers and salespersons B. Cemetery brokers or salespersons	Exempt if all three of the conditions in footnote 3 are met. CUIC §650	Exempt if all three of the conditions in footnote 3 are met. CUIC §650	Not subject if all three of the conditions in footnote 3 are met. CUIC §13004.1	Not reportable if all three of the conditions in footnote 3 are met. CUIC §13009.5
	Exempt if all three of the conditions in footnote 3 are met. CUIC §650	Exempt if all three of the conditions in footnote 3 are met. CUIC §650	Subject CUIC §13004.1	Reportable CUIC §13009.5

See page 25 for footnotes

Types of Employment	TREATMENT FOR TAX PURPOSES			
	Unemployment Insurance and Employment Training Tax ¹	State Disability Insurance	Personal Income Tax Withholding	Personal Income Tax Wages
Casual Labor: Refer to <i>Information Sheet: Casual Labor</i> (DE 231K) A. Part-time or temporary workers B. Service not in the course of employer's trade or business: <ul style="list-style-type: none"> Cash payments 	Subject CUIC §926	Subject CUIC §926	Subject CUIC §13004	Reportable CUIC §13009.5
<ul style="list-style-type: none"> Noncash payments (e.g., meals and lodging) 	Subject only if \$50 or more is paid in a quarter and employee works some part of 24 or more different days in that quarter or on 24 or more days in the preceding quarter. CUIC §640	Subject only if \$50 or more is paid in a quarter and employee works some part of 24 or more different days in that quarter or on 24 or more days in the preceding quarter. CUIC §640	Subject only if \$50 or more is paid in a quarter and employee works some part of 24 or more different days in that quarter or on 24 or more days in the preceding quarter. CUIC §13009(c)	Reportable only if \$50 or more is paid in a quarter and employee works some part of 24 or more different days in that quarter or on 24 or more days in the preceding quarter. CUIC §13009.5
	Not subject CUIC §936	Not subject CUIC §936	Not subject CUIC §13009(h)	Not reportable CUIC §13009.5
Construction Contractors Refer to <i>Information Sheet: Construction Industry</i> (DE 231G)	Subject unless working as a contractor with a valid contractor's license and not a common law employee. CUIC §621(b) or 621.5	Subject unless working as a contractor with a valid contractor's license and not a common law employee. CUIC §621(b) or 621.5	Subject unless working as a contractor with a valid contractor's license and not a common law employee. CUIC §13004 or 13004.5	Reportable unless working as a contractor with a valid contractor's license and not a common law employee. CUIC §13009.5
Election Campaign Workers for candidates or committees. Refer to <i>Information Sheet: Election Campaign Workers</i> (DE 231V)	Exempt CUIC §636	Exempt CUIC §636	Subject CUIC §13004	Reportable CUIC §13009.5
Family Employees Minor son or daughter under 18 employed by parent (or by partnership consisting only of parents); wife employed by husband or husband employed by wife; and parent employed by son or daughter. Refer to <i>Information Sheet: Family Employment</i> (DE 231FAM) and <i>Information Sheet: Specialized Coverage</i> (DE 231SC).	Exempt – only applies to sole proprietorships and partnerships. CUIC §631	Exempt unless an approved elective coverage agreement is in effect. (This only applies to sole proprietorships and partnerships.) CUIC §631	Subject CUIC §13004	Reportable CUIC §13009.5

Types of Employment	TREATMENT FOR TAX PURPOSES			
	Unemployment Insurance and Employment Training Tax ¹	State Disability Insurance	Personal Income Tax Withholding	Personal Income Tax Wages
Federal Employees: A. Members of the U.S. Armed Forces	The federal government pays cost of benefits. CUI §632	Exempt CUI §632	Subject if stationed in and domiciled in California; both conditions must be present. CCR, Title 22 §4305-1(d)	Reportable if stationed in and domiciled in California; both conditions must be present. CUI §13009.5
B. Federal civilian employees	The federal government pays cost of benefits. CUI §632	Exempt CUI §632	Subject CCR, Title 22 §4305-1(d)	Reportable CUI §13009.5
Fishing and Related Activities Refer to <i>Information Sheet: Commercial Fishing</i> (DE 231CF)	Subject CUI §621(b)	Subject CUI §621(b)	Not subject CUI §13009(o)	Reportable CUI §13009.5
Foreign Government and International Organizations	Exempt CUI §643, 644, and 644.5	Exempt CUI §643, 644, and 644.5	Not subject CUI §13009(d)	Not reportable CUI §13009.5
Foreign Service Performed by a U.S. Citizen: A. U.S. Government employee	Exempt CUI §632	Exempt CUI §632	Not subject CUI §13009(d)	Not reportable CUI §13009.5
B. For an American employer or a foreign subsidiary of U.S. corporation or other private employer. Refer to <i>Information Sheet: Foreign Employment and Employment on American Vessels or Aircraft</i> (DE 231FE).	Subject if the conditions in footnote 4 are met. CUI §610	Subject if the conditions in footnote 4 are met. CUI §610	Subject if employee is a California resident. CUI §13020	Reportable if employee is a California resident. CUI §13009.5
C. On or in connection with an American aircraft or vessel and such services are subject to the Federal Unemployment Tax Act (FUTA). Refer to <i>Information Sheet: Foreign Employment and Employment on American Vessels or Aircraft</i> (DE 231FE).	Subject if the operations are ordinarily and regularly directed and controlled from the employer's California office. CUI §125.3, 125.5, and 609	Subject if the operations are ordinarily and regularly directed and controlled from the employer's California office. CUI §125.3, 125.5, and 609	Subject if services are performed on an aircraft. CUI §13009 Not subject if services are performed on a vessel. CUI §13009(j)	Reportable if services are performed on an aircraft. Not reportable if services are performed on a vessel. CUI §13009.5
Golf Caddies	Exempt CUI §651	Exempt CUI §651	Subject CUI §13004	Reportable CUI §13009.5
Homeworkers (Industrial): A. Common law employees Refer to <i>Information Sheet: Employment</i> (DE 231)	Subject CUI §621(b)	Subject CUI §621(b)	Subject CUI §13004	Reportable CUI §13009.5
B. Statutory employees Refer to <i>Information Sheet: Statutory Employees</i> (DE 231SE)	Subject CUI §621(c)(1)(C)	Subject CUI §621(c)(1)(C)	Not subject CUI §13004	Reportable CUI §13009.5

Types of Employment	TREATMENT FOR TAX PURPOSES			
	Unemployment Insurance and Employment Training Tax ¹	State Disability Insurance	Personal Income Tax Withholding	Personal Income Tax Wages
Hotel and Restaurant Industries Refer to <i>Information Sheet: Restaurant and Hotel Industries</i> (DE 231E)	Subject CUIC §621(b)	Subject CUIC §621(b)	Subject CUIC §13004	Reportable CUIC §13009.5
Household (Domestic) Employment In private homes, local college clubs, fraternities, and sororities. Refer to <i>Information Sheet: Household Employment</i> (DE 231L), <i>Household Employer's Guide</i> (DE 8829), and the federal <i>Household Employer's Guide</i> (Publication 926).	Subject if \$1,000 or more in cash paid in any calendar quarter for household services. CUIC §629 and 682	Subject if \$750 or more in cash paid in any calendar quarter for household services. CUIC §2606.5	Not subject ² CUIC §13009(b)	Reportable if otherwise required to register with EDD. CUIC §13009.5
Interns working in hospitals (Also, see Students "D" Nurse working for a hospital or nursing school)	Exempt CUIC §645	Exempt CUIC §645 unless employed by a nonprofit hospital CUIC §2606	Subject CUIC §13004	Reportable CUIC §13009.5
Janitors (Business Services Industry) Refer to <i>Information Sheet: Services Industry</i> (DE 231I)	Subject CUIC §621(b)	Subject CUIC §621(b)	Subject CUIC §13004	Reportable CUIC §13009.5
Jockeys or Exercise Persons working freelance, if licensed by the California Horse Racing Board	Exempt CUIC §654	Exempt CUIC §654	Subject CUIC §13004	Reportable CUIC §13009.5
Language Interpreters or Translators	Subject CUIC §621(b)	Subject CUIC §621(b)	Subject CUIC §13004	Reportable CUIC §13009.5
Manufacturing Industry Refer to <i>Information Sheet: Manufacturing Industry</i> (DE 231H)	Subject CUIC §621(b)	Subject CUIC §621(b)	Subject CUIC §13004	Reportable CUIC §13009.5
Ministers of churches and members of religious orders, performing duties as such, may elect coverage. Refer to <i>Information Sheet: Specialized Coverage</i> (DE 231SC).	Exempt CUIC §634.5(b)	Exempt CUIC §634.5(b)	Not subject ² CUIC §13009(f)	Reportable if otherwise required to register with EDD. CUIC §13009.5
Newspaper Carriers under 18 years old delivering to consumers.	Exempt if under 18 and not regular, full-time work. CUIC §634.5(a) and 649(a)	Exempt if under 18 and not regular, full-time work. CUIC §634.5(a) and 649(a)	Not subject ² CUIC §13009(g)(1)	Not reportable unless voluntarily agrees, is 18 years or older, or occupation is regular, full-time work. CUIC §13009.5
Newspaper and Magazine Vendors buying at fixed prices and retaining excess from sales to consumers.	Exempt CUIC §634.5(h) and 649(b)	Exempt CUIC §634.5(h) and 649(b)	Not subject CUIC §13009(g)(2)	Not reportable CUIC §13009.5

Types of Employment	TREATMENT FOR TAX PURPOSES			
	Unemployment Insurance And Employment Training Tax ¹	State Disability Insurance	Personal Income Tax Withholding	Personal Income Tax Wages
Nonprofit Organization Employees: Refer to <i>Information Sheet: Nonprofit and/or Public Entities</i> (DE 231NP) A. Churches, conventions, or associations of churches, or religious organizations which are operated primarily for religious purposes and operated, supervised, controlled, or principally supported by a church, convention, or association of churches. B. All other nonprofit organizations exempt under Internal Revenue Code (IRC) §501(c)(3) except those under "A" above. C. All other organizations exempt under IRC §501(a), other than a pension profit-sharing or stock bonus plan described in IRC §401(a) or under IRC §521.	Exempt CUIC §634.5(a)	Exempt unless reportable by nonprofit hospitals. CUIC §634.5(a) and 2606	Subject CUIC §13004	Reportable CUIC §13009.5
	Subject (Employees earning less than \$50 in any quarter are exempt.) CUIC §641	Subject (Employees earning less than \$50 in any quarter are exempt.) CUIC §641	Subject CUIC §13004	Reportable CUIC §13009.5
	Subject CUIC §608	Subject CUIC §608	Subject CUIC §13009	Reportable CUIC §13009.5
Nonresidents of California: A. U.S. Residents: <ul style="list-style-type: none"> Service performed in California. Service performed outside U.S. B. Aliens Working in California: <ul style="list-style-type: none"> Residents of any foreign country entering California frequently in transportation service across the border. Residents of any foreign country entering California frequently for construction, maintenance, or operation of waterway, bridge, etc., traversing the border. 	Subject CUIC §601	Subject CUIC §601	Subject CUIC §13020	Reportable CUIC §13009.5
	Subject if employer's principal place of business in U.S. is in California. ⁴ CUIC §610	Subject if employer's principal place of business in U.S. is in California. ⁴ CUIC §610	Not subject CUIC §13009	Not reportable CUIC §13009.5
	Subject (unless railroad service) CUIC §621(b)	Subject (unless railroad service) CUIC §621(b)	Not subject CUIC §13009(e) and CCR, Title 22 §4309-2(f)(2)(A)	Reportable (unless railroad service) CUIC §13009.5
	Subject CUIC §621(b)	Subject CUIC §621(b)	Not subject CCR, Title 22 §4309-2(f)(2)(B)	Reportable CUIC §13009.5

Types of Employment	TREATMENT FOR TAX PURPOSES			
	Unemployment Insurance And Employment Training Tax ¹	State Disability Insurance	Personal Income Tax Withholding	Personal Income Tax Wages
<ul style="list-style-type: none"> Residents of any foreign country entering California frequently, employed wholly within California. Workers from any foreign country or its possession lawfully admitted on a temporary basis to perform agricultural labor. Students, scholars, trainees, or teachers as nonimmigrant aliens under sections of the Immigration and Nationality Act (INA)⁶. 	Subject CUIC §621(b)	Subject CUIC §621(b)	Subject CUIC §13009	Reportable CUIC §13009.5
	Subject CUIC §611	Subject CUIC §611	Not subject ² CUIC §13009(a)	Reportable CUIC §13009.5
	Subject unless excluded per CUIC §642 or only if CUIC §608 nonprofit organization and is nonresident temporarily in U.S. as nonimmigrant and service is performed to carry out the purpose specified by INA on a "F," "J," "M," or "Q" type visa.	Subject unless excluded per CUIC §642 or only if CUIC §608 nonprofit organization and is nonresident temporarily in U.S. as nonimmigrant and service is performed to carry out the purpose specified by INA on a "F," "J," "M," or "Q" type visa.	Subject unless exempted by regulations or treaty with a foreign government. Treaty must specify exemption from "State or local taxes." CUIC §13009(e)	Reportable CUIC §13009.5
	Exempt CUIC §655	Exempt CUIC §655	Subject CUIC §13009	Reportable CUIC §13009.5
Professional athlete, in California for occasional or incidental engagements.				
Officer of a Corporation performing services as an employee: A. Corporation subject to FUTA <i>Sole Shareholder/Corporate Officer Exclusion Statement</i> (DE 459)	Subject CUIC §637	Subject unless sole shareholder or only shareholder other than his/her spouse and has filed an exclusion (DE 459). CUIC §637 and 637.1	Subject unless agricultural labor. CUIC §13004 and 13009(a)	Reportable CUIC §13009.5
B. Corporation not subject to FUTA (i.e., agriculture corporation under CUIC §637)	Subject unless excluded as an officer and/or director who is sole share-holder or the only shareholder other than his/her spouse. CUIC §637	Subject unless excluded as an officer and/or director who is the sole shareholder or the only shareholder other than his/her spouse. CUIC §637	Subject unless agricultural labor. CUIC §13004	Reportable if otherwise required to register with EDD. CUIC §13009.5
Patients employed by hospitals	Exempt CUIC §647	Exempt unless nonprofit district hospital. CUIC §647 and 2606	Subject CUIC §13004	Reportable CUIC §13009.5

Types of Employment	TREATMENT FOR TAX PURPOSES			
	Unemployment Insurance and Employment Training Tax ¹	State Disability Insurance	Personal Income Tax Withholding	Personal Income Tax Wages
Private Post-secondary School Intermittent and Adjunct Instructors Services must be performed for an institution that meets the requirements of the Education Code, Article 6 (commencing with §94800) Chapter 7, Part 59.	Subject CUIC §621(b)	Exempt if the conditions in footnote 5 are met. CUIC §633	Not subject if the conditions in footnote 5 are met. CUIC §13009(r)	Reportable
Public Entity Employees of cities and counties, local public agencies, and schools. Refer to <i>Information Sheet: Nonprofit and/or Public Entities</i> (DE 231NP) and <i>Information Sheet: Specialized Coverage</i> (DE 231SC).	Subject CUIC §605	Exempt unless employed by a district hospital or public housing administration agency operated by state or local governmental subdivisions or an approved elective coverage agreement is in effect. CUIC §605 and 2606 and IRC §3306(c)(7)	Subject CUIC §13009	Reportable CUIC §13009.5
Restaurant and Hotel Industries Refer to <i>Information Sheet: Restaurant and Hotel Industries</i> (DE 231E)	Subject CUIC §621(b)	Subject CUIC §621(b)	Subject CUIC §13004	Reportable CUIC §13009.5
Salespersons: Refer to <i>Information Sheet: Salespersons</i> (DE 231N) A. Common law employees	Subject CUIC §621(b)	Subject CUIC §621(b)	Subject CUIC §13004	Reportable CUIC §13009.5
B. Real estate or direct sales salespersons	Exempt if all three conditions in footnote 3 are met. CUIC §650	Exempt if all three conditions in footnote 3 are met. CUIC §650	Exempt if all three conditions in footnote 3 are met. CUIC §13004.1	Not reportable if all three conditions in footnote 3 are met. CUIC §13009.5
C. Statutory employees. Refer to <i>Information Sheet: Statutory Employees</i> (DE 231SE).	Subject CUIC §621(c)(1)(B)	Subject CUIC §621(c)(1)(B)	Not subject CCR, Title 22 §4304-1	Reportable CUIC §13009.5
Standby Employee doing no actual work in period for which paid.	Subject CUIC §926	Subject CUIC §926	Subject CUIC §13004	Reportable CUIC §13009.5
State Government and Political Subdivisions , services performed as: A. An elected official	Exempt CUIC §634.5(c)	Exempt CUIC §634.5(c)	Subject CUIC §13004	Reportable CUIC §13009.5

Types of Employment	TREATMENT FOR TAX PURPOSES			
	Unemployment Insurance and Employment Training Tax ¹	State Disability Insurance	Personal Income Tax Withholding	Personal Income Tax Wages
B. A member of a legislative body, or a member of the judiciary, or a State or political subdivision thereof.	Exempt CUIC §634.5(c)	Exempt CUIC §634.5(c)	Subject CUIC §13004	Reportable CUIC §13009.5
C. A member of a State National Guard, Ready Reserve, or Air National Guard.	Exempt CUIC §634.5(c)	Exempt CUIC §634.5(c)	Subject CUIC §13004	Reportable CUIC §13009.5
D. An employee serving on a temporary basis in case of fire, storm, snow, earthquake, flood, or other similar emergency.	Exempt CUIC §634.5(c)	Exempt CUIC §634.5(c)	Subject CUIC §13004	Reportable CUIC §13009.5
E. In a position which, under or pursuant to State law, is designated as either of the following: <ul style="list-style-type: none"> • A major, nontenured policy-making or advisory position. • A policy-making or advisory position, the performance of the duties of which ordinarily does not require more than eight hours per week. 	Exempt CUIC §634.5(c)	Exempt CUIC §634.5(c)	Subject CUIC §13004	Reportable CUIC §13009.5
	Exempt CUIC §634.5(c)	Exempt CUIC §634.5(c)	Subject CUIC §13004	Reportable CUIC §13009.5
F. Employees of State or local governments and instrumentalities not included above.	Subject CUIC §605	Exempt except for public housing administration agencies and district hospitals. CUIC §2606	Subject CUIC §13004	Reportable CUIC §13009.5
G. Fees of public officials	Subject CUIC §926	Subject CUIC §926	Not subject CCR, Title 22 §4309-2(b)	Reportable CUIC §13009.5
Students:				
A. Working for a public or private school, college, or university, if enrolled and regularly attending classes at that school.	Exempt CUIC §642	Exempt CUIC §642	Subject CUIC §13009	Reportable CUIC §13009.5
B. Spouse of student, if such spouse is advised at the time service commences at the school that employment is provided under a program to provide financial assistance to the student by the school, college, or university, and that employment will not be covered by Unemployment Insurance.	Exempt CUIC §642	Exempt CUIC §642	Subject CUIC §13009	Reportable CUIC §13009.5

See page 25 for footnotes

Types of Employment	TREATMENT FOR TAX PURPOSES			
	Unemployment Insurance and Employment Training Tax ¹	State Disability Insurance	Personal Income Tax Withholding	Personal Income Tax Wages
C. Under age 22 enrolled in a full-time program at a nonprofit or public education institution. Institution must normally maintain a regular faculty and curriculum and normally have a regularly organized body of students where its educational activities are located. Student's service must be taken for credit at such an institution. It must combine academic instruction with work experience. It must be an integral part of such program, and the institution must have so certified to the employer.	Exempt unless program established solely for one employer or one group of employers. CUIC §646	Exempt unless program established solely for one employer or one group of employers. CUIC §646	Subject CUIC §13004	Reportable CUIC §13009.5
D. Nurse working for a hospital or nursing school	Exempt CUIC §645	Subject if employed by a nonprofit hospital. CUIC §2606 Exempt if employed by any other hospital or nursing school. CUIC §645	Subject CUIC §13004	Reportable CUIC §13009.5
E. Full-time students working for an organized camp.	Exempt CUIC §642.1	Exempt CUIC §642.1	Subject CUIC §13004	Reportable CUIC §13009.5
Full-time student – enrolled for the current term of an academic year or, if between terms, for the immediately preceding period with a reasonable assurance of enrollment in the immediately subsequent period. Organized camp – offers outdoor group living experience for social, spiritual, educational, or recreational purposes; must not operate more than seven months a year, or at least 2/3 of its previous yearly gross income must have been in any 6 of the 12 months of the year.				
Temporary Services and Employee Leasing Industries Refer to <i>Information Sheet: Temporary Services and Employee Leasing Industries</i> (DE 231F)	Subject CUIC §621(b) and 606.5	Subject CUIC §621(b) and 606.5	Subject CCR, Title 22 §4305-1(i)	Reportable CUIC §13009.5

See page 25 for footnotes

Types of Employment	TREATMENT FOR TAX PURPOSES			
	Unemployment Insurance and Employment Training Tax ¹	State Disability Insurance	Personal Income Tax Withholding	Personal Income Tax Wages
Transcribers of depositions, court proceedings, and hearings performed away from the office of the person, firm, or association obligated to produce a transcript of the proceedings.	Exempt CUIC §630	Exempt CUIC §630	Not subject CCR, Title 22 §4304-1	Not reportable CUIC §13009.5

¹ Employers who have elected the “cost of benefits” or “reimbursable method” of financing Unemployment Insurance contributions or who have a negative reserve account balance are not required to contribute to the Employment Training Tax Fund.

² Subject if employer and employee voluntarily agree to withhold California Personal Income Tax.

³ Exempt if all three of the following conditions are met:

- a) Substantially all payments are directly related to sales or other output.
- b) Services are performed pursuant to a written contract which provides that the individual will not be treated as an employee with respect to those services for State tax purposes.
- c) The individual has the license required to perform the services.

⁴ If the employer’s principal place of business in the U.S. is in California or if the employer has no place of business in the U.S. but:

- a) The employer is an individual who is a resident of California, or
- b) The employer is a corporation which is organized under the laws of California, or
- c) The employer is a partnership or a trust and the number of partners or trustees who are residents of California is greater than the number who are residents of any one other state, or

If none of the criteria above applies, but the employer has elected coverage in this State or the employer has not elected coverage in any state and an individual has filed for benefits in California, based on such service.

⁵ Not subject if service is performed under written contract with **all** of the following provisions:

- a) Any federal or State income tax liability shall be the responsibility of the party providing the services.
- b) No disability insurance coverage is provided under the contract.
- c) The party performing the services certifies that he/she is doing so as a secondary occupation or as a supplemental source of income.

⁶ “Employment” excludes services performed by a nonresident alien for the period temporarily in the U.S. as a nonimmigrant under IRC §3306(c)(19).

This table identifies special types of payments and will help you determine your tax responsibilities. If you have questions regarding if or how an individual payment is taxed, please call the Employment Tax Call Center at (888) 745-3886.

In addition to this table, EDD has prepared the "Types of Employment" table on page 16 and information sheets for specific industries, types of services, or types of payments. To obtain the information sheets access EDD's Web site at www.edd.ca.gov/taxform.htm#Publications, complete the order form on page 130, access our Fax-on-Demand at (877) 547-4503, or contact the Employment Tax Call Center at (888) 745-3886.

Types of Payments	TREATMENT FOR TAX PURPOSES			
	Unemployment Insurance and Employment Training Tax ¹	State Disability Insurance	Personal Income Tax Withholding	Personal Income Tax Wages
Adoption Assistance: Payments as defined in the Internal Revenue Code (IRC) Section (§)137.				
A. If the adoption assistance program is not under an IRC §125 Cafeteria Plan.	Subject California Unemployment Insurance Code (CUIC) §926	Subject CUIC §926	Not subject CUIC §13009(q)	Not reportable CUIC §13009.5
B. If the adoption assistance program is under an IRC §125 Cafeteria Plan:				
• Employer contributions (into the plan).	Subject CUIC §926	Subject CUIC §926	Not subject CUIC §13009(i)(5)	Not reportable CUIC §13009.5
• Employee contributions (into the plan).	Subject CUIC §926	Subject CUIC §926	Not subject CUIC §13009(i)(5)	Not reportable CUIC §13009.5
• Payments from the plan.	Not subject CUIC §926	Not subject CUIC §926	Not subject CUIC §13009(i)(5)	Not reportable CUIC §13009.5
Board of Director(s) Fees A director of a corporation or association performing services in the capacity of a director.	Not subject CUIC §622	Not subject CUIC §622	Subject if a common law employee. Not subject if corporation pays compensation to a nonresident corporate director for director services performed in California. CUIC §13020(c)	Reportable if a common law employee. Not reportable if corporation pays compensation to a nonresident corporate director for director services performed in California. CUIC §13009.5
Bonuses Refer to page 14.	Subject CUIC §926	Subject CUIC §926	Subject CUIC §13009	Reportable CUIC §13009.5
Business Expenses: A. Employer repayment of required or necessary business expenses incurred by the employee while performing services for the employer.	Exempt CUIC §929	Exempt CUIC §929	Not subject CUIC §13009(q)	Not reportable CUIC §13009.5
B. Long-term travel expenses allowed under IRC §162.	Exempt CUIC §929	Exempt CUIC §929	Subject CUIC §13009	Reportable CUIC §13009.5

See page 35 for footnotes

Types of Payments	TREATMENT FOR TAX PURPOSES			
	Unemployment Insurance and Employment Training Tax ¹	State Disability Insurance	Personal Income Tax Withholding	Personal Income Tax Wages
Cafeteria Plan Payments under IRC §125 Refer to <i>Information Sheet: Taxability of Employee Benefits</i> (DE 231EB).	Generally exempt CUIC §938.3(d)	Generally exempt CUIC §938.3(d)	Not subject CUIC §13009(i)(5)	Not reportable if excluded from taxable income. CUIC §13009.5
Debts Paid by Employer: (Amounts in lieu of cash wages offset by the employer.) A. Amounts paid against a debt due from employee.	Subject CUIC §926	Subject CUIC §926	Subject CUIC §13009	Reportable CUIC §13009.5
B. Amounts applied to a debt owed to a third-party by the employee.	Subject CUIC §926	Subject CUIC §926	Subject CUIC §13009	Reportable CUIC §13009.5
Deceased Employee Wages Wages paid to beneficiary or estate after the date of the worker's death.	Subject in the calendar year in which the employee died. CUIC §938.7	Subject in the calendar year in which the employee died. CUIC §938.7	Not subject CUIC §13009(q)	Not reportable CUIC §13009.5
Dependent Care Assistance Programs (Limited to \$5,000; \$2,500 if married, filing separately.)	Exempt if at the time paid or furnished, it is reasonable to believe the amounts are excludable from gross income under IRC §129. CUIC §938.3(b)	Exempt if at the time paid or furnished, it is reasonable to believe the amounts are excludable from gross income under IRC §129. CUIC §938.3(b)	Not subject if at the time paid or furnished, it is reasonable to believe the amounts are excludable from gross income under IRC §129. CUIC §13009(q)	Not reportable if at the time paid or furnished, it is reasonable to believe the amounts are excludable from gross income under IRC §129. CUIC §13009.5
Dismissal or Severance Pay	Subject unless payments qualify as supplemental UI benefits. CUIC §1265	Subject unless payments qualify as supplemental UI benefits. CUIC §1265	Subject CUIC §13009(q)	Reportable CUIC §13009.5
Educational Assistance (Payments under IRC §127) Undergraduate and graduate level courses excluded up to \$5,250 (maximum), per employee, per calendar year.	Exempt if at the time paid or furnished, it is reasonable to believe the amounts are excludable from gross income under IRC §127. CUIC §938.3(a)	Exempt if at the time paid or furnished, it is reasonable to believe the amounts are excludable from gross income under IRC §127. CUIC §938.3(a)	Not subject if the amounts are excludable from gross income under IRC §127. CUIC §13009(q)	Not reportable if the amounts are excludable from gross income under IRC §127. CUIC §13009.5
Employee Achievement Awards	Exempt if at the time awarded, it is believed the amount is excludable from gross income under IRC §74(c). CUIC §938.3(c)	Exempt if at the time awarded, it is believed the amount is excludable from gross income under IRC §74(c). CUIC §938.3(c)	Not subject if at the time awarded, it is believed the amount is excludable from gross income under IRC §74(c). CUIC §13009(q)	Not reportable if at the time awarded, it is believed the amount is excludable from gross income under IRC §74(c). CUIC §13009(q)

See page 35 for footnotes

Types of Payments	TREATMENT FOR TAX PURPOSES			
	Unemployment Insurance and Employment Training Tax ¹	State Disability Insurance	Personal Income Tax Withholding	Personal Income Tax Wages
Fringe Benefits:				
A. Employee use of employer's vehicle for personal use.	Subject CUIC §926	Subject CUIC §926	Subject CUIC §13009	Reportable CUIC §13009.5
B. Employer-paid transportation costs, that have no business connection and are not excluded under IRC §132.	Subject CUIC §926	Subject CUIC §926	Subject CUIC §13009	Reportable CUIC §13009.5
C. Employer-paid FICA, SDI, and/or Medicare. Refer to <i>Information Sheet: Social Security/Medicare/SDI Taxes Paid by an Employer</i> (DE 231Q).	Subject CUIC §926	Subject CUIC §926	Subject CUIC §13009	Reportable CUIC §13009.5
D. Employer-paid FICA and/or Medicare for domestic service in private home or agricultural labor. Refer to <i>Information Sheet: Social Security/Medicare/SDI Taxes Paid by an Employer</i> (DE 231Q).	Exempt CUIC §935	Exempt CUIC §935	Not subject CUIC §13009(a) and (b)	Reportable CUIC §13009.5
E. Benefits excluded from gross income under IRC §132 (i.e., services supplied to employees at no additional cost to the employer, discounts, parking, bus passes, athletic facilities, free coffee, moving expenses, qualified retirement planning services, etc.).	Exempt CUIC §938.3(c)	Exempt CUIC §938.3(c)	Not subject CUIC §13009(q)	Not reportable CUIC §13009.5
F. Rideshare subsidies defined in Revenue and Taxation Code (R&TC) §17149. Subsidies include vanpool, commuter bus, buspool, etc.	Subject CUIC §926	Subject CUIC §926	Not subject CUIC §13009(q)	Not reportable CUIC §13009.5
Golden State Scholarshare Trust: Payments as defined in R&TC §17140.				
A. Contribution to trust by participant.	Exempt CUIC §926	Exempt CUIC §926	Not subject CUIC §13009(q)	Not reportable CUIC §13009.5
B. Contribution to trust by participant's employer.	Subject CUIC §926 and R&TC §17140(c)(2)	Subject CUIC §926 and R&TC §17140(c)(2)	Subject CUIC §13009(q)	Reportable CUIC §13009.5
C. Distribution from trust to school or participant for educational expenses.	Exempt CUIC §926	Exempt CUIC §926	Not subject CUIC §13009(q)	Not reportable CUIC §13009.5
Group Legal Services	Subject CUIC §926 and IRC §120	Subject CUIC §926 and IRC §120	Subject CUIC §13004	Reportable CUIC §13009.5

See page 35 for footnotes

Types of Payments	TREATMENT FOR TAX PURPOSES			
	Unemployment Insurance and Employment Training Tax ¹	State Disability Insurance	Personal Income Tax Withholding	Personal Income Tax Wages
Health Plans:				
A. Employer-provided coverage under accident or health plans or medical expense reimbursements.	Exempt CUIC §931	Exempt CUIC §931	Not subject (subject for 2% shareholder-employees of S corporations) CUIC §13009(q)	Not reportable (reportable for 2% shareholder-employees of S corporations) CUIC §13009.5
B. Employer-provided coverage under accident or health plans or medical expense reimbursements to an employee's domestic partner.	Subject CUIC §931	Subject CUIC §931	Not subject if the employee and domestic partner have met the requirements of Family Code §297. CUIC §13009(q)	Not reportable if the employee and domestic partner have met the requirements of Family Code §297. CUIC §13009.5
Life Insurance Premiums Paid on Behalf of Employees	Exempt CUIC §931(c)	Exempt CUIC §931(c)	Not subject if group-term life insurance. CUIC §13009(l)	Reportable if face value of group-term life insurance exceeds \$50,000. CUIC §13009.5
Lodging	Subject CUIC §926 and California Code of Regulations (CCR), Title 22 §926-3, 926-4, and 926-5	Subject CUIC §926 and CCR, Title 22 §926-3, 926-4, and 926-5	Subject unless furnished on employer's premises, for the employer's convenience, and as a condition of employment. CCR, Title 22 §4309-1(b)(9)	Reportable unless furnished on employer's premises, for the employer's convenience, and as a condition of employment. CUIC §13009.5
Meals	Subject CUIC §926 and CCR, Title 22 §926-3, 926-4, and 926-5	Subject CUIC §926 and CCR, Title 22 §926-3, 926-4, and 926-5	Subject unless furnished for employer's convenience and on employer's premises. CCR, Title 22 §4309-1(b)(9)	Reportable unless furnished for employer's convenience and on employer's premises. CUIC §13009.5
Moving Expenses:				
A. Qualified expenses	Exempt if you reasonably believe expenses are deductible by the employee under IRC §217. CUIC §937	Exempt if you reasonably believe expenses are deductible by the employee under IRC §217. CUIC §937	Not subject – CUIC §13009(m) and IRC §217	Not reportable – CUIC §13009.5 and IRC §217
B. Nonqualified expenses	Subject CUIC §926	Subject CUIC §926	Subject CUIC §13009	Reportable CUIC §13009.5

See page 35 for footnotes

Types of Payments	TREATMENT FOR TAX PURPOSES			
	Unemployment Insurance and Employment Training Tax ¹	State Disability Insurance	Personal Income Tax Withholding	Personal Income Tax Wages
Noncash Payments: Refer to "Lodging" and "Meals" sections in this table.				
A. Household employees- For personal income tax wages, refer to <i>Information Sheet: Personal Income Tax Wages Reported on the Quarterly Report of Wages and Withholdings for Employers of Household Workers</i> (DE 231PH).	Refer to <i>Household Employer's Guide</i> (DE 8829) or <i>Information Sheet: Household Employment</i> (DE 231L). CCR, Title 22 §926-3	Refer to <i>Household Employer's Guide</i> (DE 8829) or <i>Information Sheet: Household Employment</i> (DE 231L). CCR, Title 22 §926-3	Not subject ² CUIC §13009(b)	Not reportable ² CUIC §13009.5
B. Services not in the course of employer's trade or business.	Not subject CUIC §936	Not subject CUIC §936	Not subject CUIC §13009(h)	Not Reportable CUIC §13009.5
Railroad Retirement Tax Act and Railroad Unemployment Insurance Act (payments to employees covered by these acts)	Exempt CUIC §635	Exempt CUIC §635	Subject CCR, Title 22 §4304-1	Reportable CUIC §13009.5
Retirement and Pension Plans: Refer to <i>Information Sheet: Withholding From Pensions, Annuities, and Certain Other Deferred Income</i> (DE 231P).				
A. Payments from a qualified plan. ³	Exempt CUIC §934	Exempt CUIC §934	Subject if employee is a California resident, unless recipient elects exemption from withholding. CUIC §13028	Not reportable CUIC §13009.5
B. Employee contributions to a qualified cash or deferred compensation plan as defined in IRC §401(k).	Subject CUIC §928.5(a)	Subject CUIC §928.5(a)	Not subject if payments are not includable in gross income for California income tax purposes. CUIC §13009(i)(5)	Not reportable if payments are not includable in gross income for California income tax purposes. CUIC §13009.5
C. Employer contributions to a qualified cash or deferred compensation plan as defined in IRC §401(k).	Exempt unless the contributions result from a salary reduction agreement. CUIC §934	Exempt unless the contributions result from a salary reduction agreement. CUIC §934	Not subject if payments are not includable in gross income for California income tax purposes. CUIC §13009(i)(1)	Not reportable if payments are not includable in gross income for California income tax purposes. CUIC §13009.5
D. Employer contributions to a Simplified Employee Plan-Individual Retirement Arrangement (SEP-IRA) as defined in IRC §408(k).	Exempt unless the contributions result from a salary reduction agreement. CUIC §934(c)	Exempt unless the contributions result from a salary reduction agreement. CUIC §934(c)	Not subject if payments are not includable in gross income for California income tax purposes. CUIC §13009(i)(1)	Not reportable if payments are not includable in gross income for California income tax purposes. CUIC §13009.5

See page 35 for footnotes

Types of Payments	TREATMENT FOR TAX PURPOSES			
	Unemployment Insurance and Employment Training Tax ¹	State Disability Insurance	Personal Income Tax Withholding	Personal Income Tax Wages
E. Employer contributions to a Savings Incentive Match Plan for Employees of Small Employers Individual Retirement Account (SIMPLE IRA) as defined in IRC §408(p).	Exempt unless the contributions result from a salary reduction agreement. CUI §934(d)	Exempt unless the contributions result from a salary reduction agreement. CUI §934(d)	Not subject if payments are not includable in gross income for California income tax purposes. CUI §13009(i)(2)	Not reportable if payments are not includable in gross income for California income tax purposes. CUI §13009.5
F. Employee contributions to a "Deemed IRA" as defined in IRC §408(q).	Subject CUI §926	Subject CUI §926	Subject CUI §13009	Reportable CUI §13009.5
G. Employer contributions to a qualified annuity contract as defined in IRC §403(a) (applies to IRC §501(c)(3) organizations and public school employees).	Exempt CUI §934(b)	Exempt CUI §934(b)	Not subject CUI §13009(i)(2)	Not reportable CUI §13009.5
H. Employer contributions to a qualified annuity contract defined in IRC §403(b) (applies to IRC §501(c)(3) organizations and public school employers).	Exempt unless the contributions result from a salary reduction agreement. CUI §934(e)	Exempt unless the contributions result from a salary reduction agreement. CUI §934(e)	Not subject CUI §13009(i)(2)	Not reportable CUI §13009.5
I. Employer contributions under an exempt governmental deferred compensation plan as defined in IRC §3121(v)(3).	Exempt CUI §934(f)	Exempt CUI §934(f)	Not subject CUI §13009(q)	Not reportable CUI §13009.5
J. Employer contributions to certain nonqualified deferred compensation plans.	Subject at the time services are performed or when there is no substantial risk of a forfeiture of the right to the amount, whichever is later. CUI §926	Subject at the time services are performed or when there is no substantial risk of a forfeiture of the right to the amount, whichever is later. CUI §926	Subject CUI §13009(q)	Reportable CUI §13009.5
K. Payments upon death or retirement for disability to employee or his/her dependent made under a plan providing for employees or a class or classes of employees.	Exempt CUI §938	Exempt CUI §938	Not subject CUI §13009(q)	Not reportable CUI §13009.5
Salary Advances	Subject at the time the advance is paid, not when it is deducted from future earnings (wage payments). CUI §926	Subject at the time the advance is paid, not when it is deducted from future earnings (wage payments). CUI §926	Subject at the time the advance is paid, not when it is deducted from future earnings (wage payments). CUI §13009	Reportable at the time the advance is paid, not when it is deducted from future earnings (wage payments). CUI §13009.5

See page 35 for footnotes

Types of Payments	TREATMENT FOR TAX PURPOSES			
	Unemployment Insurance and Employment Training Tax ¹	State Disability Insurance	Personal Income Tax Withholding	Personal Income Tax Wages
Scholarship Payments, Fellowship Grants, Tuition Reductions, or Stipend Award	Exempt if it is reasonable to believe that the benefit is excludable from gross income under IRC §117. CUIIC §938.3(c)	Exempt if it is reasonable to believe that the benefit is excludable from gross income under IRC §117. CUIIC §938.3(c)	Not subject if it is reasonable to believe that the benefit is excludable from gross income under IRC §117. CUIIC §13009(q)	Not reportable if it is reasonable to believe that the benefit is excludable from gross income under IRC §117. CUIIC §13009.5
Sickness or Injury Payments under:				
A. Workers' Compensation law	Exempt CUIIC §931(a)	Exempt CUIIC §931(a)	Not subject CUIIC §13009(q)	Not reportable CUIIC §13009.5
B. Employer plans and contracts of insurance	Exempt after the end of six calendar months after the calendar month employee last worked for employer. CUIIC §933	Exempt after the end of six calendar months after the calendar month employee last worked for employer. CUIIC §933	Subject to the extent the payments into the plan were made by the employer and were not included in the gross taxable income of the employee. CUIIC §13009	Reportable to the extent the payments into the plan were made by the employer and were not included in the gross taxable income of the employee. CUIIC §13009.5
C. Sick pay while employed	Subject CUIIC §931	Subject CUIIC §931	Subject CUIIC §13009	Reportable CUIIC §13009.5
D. A plan entirely funded by employees	Exempt CUIIC §926	Exempt CUIIC §926	Not subject CUIIC §13009(q)	Not reportable CUIIC §13009.5
Sick Pay Paid by Third-Party Payers such as insurance companies and trusts: Reporting is the responsibility of the last employer if timely notified by the payer. Refer to <i>Information Sheet: Third-Party Sick Pay</i> (DE 231R).				
A. Third-party payer notifies the recipient's last employer within 15 days after payment. <i>Request for State Income Tax Withholding from Sick Pay</i> (DE 4S)	Subject – recipient's employer is responsible for reporting UI and ETT. CUIIC §931.5	Exempt CUIIC §931.5	Subject if employee requests withholding by filing form DE 4S with the third-party who is responsible for reporting PIT withholding. CUIIC §931.5 and 13028.6	Reportable – recipient's employer is responsible for reporting PIT wages. CUIIC §13009.5(a)(3)(A)
B. Third-party payer does not notify the recipient's last employer within 15 days after payment. Third-party payer is responsible for reporting UI, ETT, any voluntary PIT withholding, and PIT wages.	Subject – third-party payer is responsible for reporting UI and ETT. CUIIC §931.5	Exempt – neither employer nor third-party payer are required to report. CUIIC §931.5	Subject if employee requests withholding by filing form DE 4S with the third-party payer. CUIIC §931.5 and 13028.6(c)	Reportable – third-party payer is responsible for reporting PIT wages. CUIIC §13009.5(a)(3)(B)

See page 35 for footnotes

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DE 44 Rev. 29 (1-03) (INTERNET)

Types of Payments	TREATMENT FOR TAX PURPOSES			
	Unemployment Insurance and Employment Training Tax ¹	State Disability Insurance	Personal Income Tax Withholding	Personal Income Tax Wages
C. Sick pay paid after the end of six calendar months after the calendar month the employee last worked for the employer and the third-party payer notifies the recipient's last employer within 15 days after payment.	Exempt – neither employer nor third-party payer are required to report. CUIC §933	Exempt – neither employer nor third-party payer are required to report. CUIC §933	Subject if employee requests withholding by filing form DE 4S with the third-party who is responsible for reporting PIT withholding. CUIC §931.5 and 13028.6(c)	Reportable – recipient's employer is responsible for reporting PIT wages. CUIC §13009.5(a)(3)(A)
D. Sick pay paid after the end of six calendar months after the calendar month the employee last worked for the employer and the third-party payer does not notify the recipient's last employer within 15 days after payment.	Exempt – neither employer nor third-party payer are required to report. CUIC §933	Exempt – neither employer nor third-party payer are required to report. CUIC §933	Subject if employee requests withholding by filing form DE 4S with the third-party payer. CUIC §13009	Reportable – third-party payer is responsible for reporting PIT wages. CUIC §13009.5(a)(3)(B)
Stock Options: Refer to page 14 and <i>Information Sheet: Stock Options</i> (DE 231SK)				
A. Incentive Stock Option (ISO):				
• Qualifying Disposition (after minimum holding period)	Not subject CUIC §928	Not subject CUIC §928	Not subject CUIC §13003(b)(5) and 13009	Not reportable CUIC §13009.5
• Disqualifying Disposition	Not subject CUIC §928	Not subject CUIC §928	Not subject CUIC §13003(b)(5) and 13009	Reportable when disposed CUIC §13009.5
B. Employee Stock Purchase Plan (ESPP):				
• Qualifying Disposition	Not subject CUIC §928	Not subject CUIC §928	Not subject CUIC §13003(b)(5) and 13009	Not reportable CUIC §13009.5
• Disqualifying Disposition	Not subject CUIC §928	Not subject CUIC §928	Not subject CUIC §13003(b)(5) and 13009	Reportable when disposed CUIC §13009.5
C. Nonstatutory Stock Option (NSO):				
• With Readily Ascertainable Fair Market Value when granted	Subject when granted CUIC §928	Subject when granted CUIC §928	Subject when granted CUIC §13003(b)(5) and 13009	Reportable when granted CUIC §13009.5
• Without Readily Ascertainable Fair Market Value when granted	Subject when exercised CUIC §928	Subject when exercised CUIC §928	Subject when exercised CUIC §13003(b)(5) and 13009	Reportable when exercised CUIC §13009.5

Types of Payments	TREATMENT FOR TAX PURPOSES			
	Unemployment Insurance and Employment Training Tax ¹	State Disability Insurance	Personal Income Tax Withholding	Personal Income Tax Wages
D. California Qualified Stock Option: <ul style="list-style-type: none"> Defined by R&TC §17502 Not defined by R&TC §17502 	Not subject CUIC §928	Not subject CUIC §928	Not subject	Not reportable CUIC §13009.5
	Depends on type of option CUIC §928	Depends on type of option CUIC §928	Subject when disposed CUIC §13003(b)(5) and 13009	Reportable when disposed CUIC §13009.5
Supplemental Unemployment Compensation Plan Benefits paid under an employer's plan	Exempt CUIC §1265	Exempt CUIC §1265	Subject CCR, Title 22 §4309-1(b)(4)	Reportable CUIC §13009.5
Supplemental Wages Refer to page 14.	Subject CUIC §926	Subject CUIC §926	Subject CUIC §13009	Reportable CUIC §13009.5
Tips: Refer to <i>Information Sheet: Tips</i> (DE 231T)				
A. Cash tips that are received by the employee while performing services in employment and included in a written statement furnished to the employer.	Subject if \$20 or more in a month. CUIC §927 and CCR, Title 22 §927-1	Subject if \$20 or more in a month. CUIC §927 and CCR, Title 22 §927-1	Subject if \$20 or more in a month. CUIC §13009 and 13009(n)(2)	Reportable if \$20 or more in a month. CUIC §13009.5
B. Employer controlled tips, such as banquet tips, that are received by the employee from the employer while performing services in employment.	Subject CUIC §926	Subject CUIC §926	Subject CUIC §13009	Reportable CUIC §13009.5
C. Noncash tips	Exempt IRC §3121(a)(12)(A)	Exempt IRC §3121(a)(12)(A)	Not subject CUIC §13009(n)(1)	Not reportable CUIC §13009.5
Vacation Pay, Sick Pay, and Holiday Pay Only when earned, but not paid, prior to termination of employment due to a voluntary quit, discharge, or layoff due to lack of work with no specific date to return to work.	Exempt CUIC §1265.5, 1265.6, and 1265.7	Exempt CUIC §1265.5, 1265.6, and 1265.7	Subject CUIC §13009	Reportable CUIC §13009.5
Wage Limit Maximum of taxable wages paid each employee by same employer in same calendar year.	\$7,000 ⁴ CUIC §930	\$56,916 ⁴ CUIC §985	Unlimited CUIC §13020	Unlimited CUIC §13009.5

See page 35 for footnotes

Types of Payments	TREATMENT FOR TAX PURPOSES			
	Unemployment Insurance and Employment Training Tax ¹	State Disability Insurance	Personal Income Tax Withholding	Personal Income Tax Wages
Worker Adjustment and Retraining Notification (WARN) Act Payments received by an individual from an employer who has failed to provide the advance notice of a facility closure as required by the federal WARN Act.	Exempt CUIC §1265.1	Exempt CUIC §1265.1	Subject CUIC §13009(q)	Reportable CUIC §13009.5
Workers' Compensation	Exempt CUIC §931	Exempt CUIC §931	Not subject CUIC §13009(q)	Not reportable CUIC §13009.5

- ¹ Employers who have elected the "cost of benefit reimbursable method" of financing Unemployment Insurance contributions or who have a negative reserve account balance are not required to contribute to the Employment Training Tax fund.
- ² Subject if employer and employee voluntarily agree to withhold California PIT.
- ³ Pension, annuity, and other deferred income distributions reported on Form 1099-R.
- ⁴ Limit of new owner is reduced by amount of wages paid by predecessor to same employee. Wages paid by other employers are not counted toward the taxable limit. Wage limits are subject to change on an annual basis.

CALIFORNIA WITHHOLDING SCHEDULES FOR 2003

Method A and Method B

To review these schedules, please refer to the following Web pages:

Method A – Wage Bracket Table Method: www.edd.ca.gov/03metha.pdf

Method B – Exact Calculation Method: www.edd.ca.gov/03methb.pdf

If you have any questions about the operation/programming of Method B for computer software, you may contact:

**Franchise Tax Board
Statistical Research Section
MS B-26
P.O. Box 942840
Sacramento, CA 94240**

Note: For married employees with employed spouses, we recommend that either: single filing status be used to compute withholding amounts for the spouse who earns more income; or additional flat amounts be withheld to avoid underwithholding of personal income tax.

Under California law, you are required to report specific information periodically, or upon notification or request. Timely filing of the required forms will avoid penalty charges. In addition, it will enable EDD to pay Unemployment Insurance and State Disability Insurance benefits, and assist the California Department of Child Support Services and the Department of Justice in the collection of delinquent child support obligations.

The required reporting forms are:

- *Report of New Employee(s)* (DE 34)
- *Report of Independent Contractor(s)* (DE 542)
- *Payroll Tax Deposit* (DE 88)
- *Quarterly Wage and Withholding Report* (DE 6)
- *Annual Reconciliation Statement* (DE 7)

New employers will receive the required reporting forms by mail after they register with the Employment Development Department (EDD) for their eight-digit employer account number. Registered employers receive the forms by mail automatically. Please use the forms mailed to you. If your form is lost or damaged, you can obtain blank forms and detailed instructions by accessing EDD's Web site at www.edd.ca.gov/taxform.htm, completing the order form on page 128, or calling the Employment Tax Call Center at (888) 745-3886. If you are not able to obtain the forms by the delinquency date, you may file an informal report. Detailed instructions on completing informal reports are explained later in this section.

When sending payments to the EDD, include your EDD employer account number and make checks/money orders **payable to** the Employment Development Department.

REMEMBER:

- Use black ink only
- Print or type the information
- Include the cents on your wage and tax reports. Do not round to the nearest dollar.
- Stay within the boxes
- Remove all stubs and vouchers from your checks
- Do not use staples, paper clips, or tape

Use the preprinted envelope provided by EDD. If you do not have a preprinted envelope, send your form and payment to:

**Employment Development Department
P.O. Box 826276
Sacramento, CA 94230**

The following information explains the **purpose** of the required reporting forms, **how to obtain** the forms, and the **filing due dates**. We have also included charts with the due dates for the following types of deposits:

- Payroll withholding deposits (SDI and PIT)
- Quarterly tax deposits (UI and ETT)
- Quarterly tax deposits using electronic fund transfers (EFT)

If you need to make **adjustments** to a previous deposit, refer to the "Correcting Payroll Tax Deposits Chart" section in this chapter. The chart details:

- When adjustments may be necessary
- How to make adjustments
- What adjustment form(s) to use

REPORT OF NEW EMPLOYEE(S) (DE 34)

Purpose: All employers are required to report new employees to the New Employee Registry (NER). The NER assists California's Department of Child Support Services and Department of Justice in the collection of delinquent child support obligations. Employers must also report the actual start-of-work date (not the date hired) for each newly hired employee so that the NER data can be cross-matched to the UI benefit payment file. This will result in the early detection and prevention of UI benefit overpayments.

How to obtain: New employers receive a *Report of New Employee(s)* (DE 34) as part their new employer package. To obtain DE 34 forms, access EDD's Web site at www.edd.ca.gov/taxform.htm#forms, complete the order form on page 128, or contact the Account Services Group at (916) 657-0529 or the Employment Tax Call Center at (888) 745-3886.

When due: All newly hired employees must be reported within 20 days of the start-of-work date. If an employee returns to work after a layoff or leave of absence and is required to complete a new IRS *Employee(s) Withholding Allowance Certificate* (Form W-4), the employer must report the employee as a new hire. If the returning employee was not formally terminated or removed from payroll records, you do not need to report the employee as a new hire.

The following information must be included when reporting new employees:

Employer Information	Employee Information
<ul style="list-style-type: none">NameAddressEDD employer account numberFederal Employer Identification Number (FEIN)	<ul style="list-style-type: none">First name, middle initial, and last nameSocial security numberHome addressStart-of-work date

See sample DE 34 on page 70.

Lost DE 34 - Filing an Informal Report

If you are not able to obtain a DE 34 by the due date, file an informal report to avoid penalty and interest charges. Include the information in the table above on your informal report.

Mail or fax your new employee information to:

Employment Development Department
Document Management Group, MIC 23
P.O. Box 997016
West Sacramento, CA 95799

Fax: (916) 319-4400

New employees can also be reported using magnetic media. Multistate employers who report new hires on magnetic media can select one state in which they have employees to report all of their new hires. If you report via magnetic media, you do not need to send a paper DE 34. For further information on magnetic media reporting, see page 87 or contact:

Employment Development Department
Magnetic Media Coordinator, MIC 15
P.O. Box 826880
Sacramento, CA 94280

(916) 651-6945

REPORT OF NEW EMPLOYEE(S)
See detailed instructions on page 2. Please type or print.
NOTE: Report new employees within 20 days of start of work.



00340600



DATE 031003 Y Y		CA EMPLOYER ACCOUNT NO. 87654321	BRANCH CODE <div style="border: 1px solid black; width: 20px; height: 20px;"></div>	FEDERAL ID NO. 123456789	NO. OF FORMS NEEDED <div style="border: 1px solid black; width: 20px; height: 20px; text-align: center;">2</div>
BUSINESS NAME ABC STORE		CONTACT PERSON JANE JONES		TELEPHONE NO. (123) 456-7890	
ADDRESS 123 MAIN STREET	STREET	CITY ANYTOWN, CA	STATE CA	ZIP 12345	

EMPLOYEE FIRST NAME CINDY		SS V	EMPLOYEE LAST NAME SMITH		UNIT/PT 10
SOCIAL SECURITY NO. 456789012	STREET NO. 1111	STREET NAME MAPLE STREET		START-OF-WORK DATE 022503 D Y Y	
CITY ANYTOWN		STATE CA	ZIP 12345		

EMPLOYEE FIRST NAME		SS	EMPLOYEE LAST NAME		UNIT/PT
SOCIAL SECURITY NO.	STREET NO.	STREET NAME		START-OF-WORK DATE	
CITY		STATE	ZIP		

EMPLOYEE FIRST NAME		SS	EMPLOYEE LAST NAME		UNIT/PT
SOCIAL SECURITY NO.	STREET NO.	STREET NAME		START-OF-WORK DATE	
CITY		STATE	ZIP		

EMPLOYEE FIRST NAME		SS	EMPLOYEE LAST NAME		UNIT/PT
SOCIAL SECURITY NO.	STREET NO.	STREET NAME		START-OF-WORK DATE	
CITY		STATE	ZIP		

EMPLOYEE FIRST NAME		SS	EMPLOYEE LAST NAME		UNIT/PT
SOCIAL SECURITY NO.	STREET NO.	STREET NAME		START-OF-WORK DATE	
CITY		STATE	ZIP		

EMPLOYEE FIRST NAME		SS	EMPLOYEE LAST NAME		UNIT/PT
SOCIAL SECURITY NO.	STREET NO.	STREET NAME		START-OF-WORK DATE	
CITY		STATE	ZIP		

REQUIRED FORMS



DE 34 Rev. 4 (6-00)

MAIL TO: Employment Development Department / P.O. Box 997016, MIC 23 / West Sacramento, CA 95799-7016
or Fax to (916) 255-0951

REPORT OF INDEPENDENT CONTRACTOR(S) (DE 542)

Purpose: This information is used to locate parents who are delinquent in their child support payments. Any business or government entity that is required to file a federal Form 1099-MISC for services performed must also report specific information to EDD regarding any independent contractor providing services to you or your business. An independent contractor is an individual who is not an employee of a business/government entity for California purposes and who receives compensation for or executes a contract for services performed for a business/government entity, either in or outside of California.

How to obtain: New employers receive a *Report of Independent Contractor(s)* (DE 542) as part of their new employer package. To obtain DE 542 forms, visit our Web site at www.edd.ca.gov/taxform.htm#forms, complete the order form on page 128, or contact the Account Services Group at (916) 657-0529 or the Employment Tax Call Center at (888) 745-3886.

When due: You must report independent contractor information to EDD within 20 days of either making payments totaling \$600 or more, or entering into a contract for \$600 or more with an independent contractor in any calendar year, whichever occurs first. This is in addition to your requirement to report the total annual payments to the Franchise Tax Board on a Form 1099-MISC after the close of the calendar year.

You are required to provide the following information:

Business or Government Entity (Service Recipient) Information	Independent Contractor (Service Provider) Information
<ul style="list-style-type: none">Federal Employer Identification Number (FEIN)EDD employer account numberSocial security number (if no FEIN number or EDD employer account number)Business or government entity name, address, and telephone number	<ul style="list-style-type: none">First name, middle initial, and last name (<i>Do not use company name</i>)Social security number (<i>Do not use FEIN</i>)AddressStart date of contractAmount of contract (including cents)Contract expiration date or ongoing contract (check box if the contract is ongoing)

See sample DE 542 on page 72.

Lost DE 542 - Filing an Informal Report

If you are not able to obtain a DE 542 by the due date, file an informal report to avoid penalty and interest charges. Include the information in the table above on your informal report.

Mail or fax your independent contractor information to:

**Employment Development Department, MIC 99
P.O. Box 997350
Sacramento, CA 95899**

Fax: (916) 319-4410

If you are reporting a large number of independent contractors, we encourage you to send the information via magnetic media. If you report on magnetic media, you do not need to submit a paper copy of the DE 542. For additional information, refer to page 87 or call our Magnetic Media Coordinator at (916) 651-6945.

**REPORT OF
INDEPENDENT CONTRACTOR(S)**



05420101

See detailed instructions on page 2. Please type or print.

SERVICE-RECIPIENT (BUSINESS OR GOVERNMENT ENTITY):

DATE 04 09 03 D Y Y	FEDERAL ID NO. 123456789	CA EMPLOYER ACCOUNT NO. 87654321	SOCIAL SECURITY NO. 567890123	NO. OF FORMS NEEDED 2
SERVICE-RECIPIENT NAME/BUSINESS NAME ABC STORE			CONTACT PERSON JANE JONES	
ADDRESS 123 MAIN STREET			TELEPHONE NO. 123 4567890	
CITY ANYTOWN			STATE CA	ZIP 12345

SERVICE-PROVIDER (INDEPENDENT CONTRACTOR):

FIRST NAME FRED	MI C	LAST NAME HILL		
SOCIAL SECURITY NO. 098765432	STREET NO. 421	STREET NAME OAK AVENUE	UNIT/APT 5	
CITY ANYTOWN	STATE CA		ZIP 12345	
START DATE OF CONTRACT 04 01 03 M M D D Y Y	AMOUNT OF CONTRACT 1,000.00	CONTRACT EXPIRATION DATE 08 30 03 M M D D Y Y	CHECK HERE IF CONTRACT IS ONGOING <input type="checkbox"/>	

FIRST NAME	MI	LAST NAME		
SOCIAL SECURITY NO.	STREET NO.	STREET NAME	UNIT/APT	
CITY	STATE		ZIP	
START DATE OF CONTRACT	AMOUNT OF CONTRACT	CONTRACT EXPIRATION DATE	CHECK HERE IF CONTRACT IS ONGOING	
M M D D Y Y		M M D D Y Y	<input type="checkbox"/>	

FIRST NAME	MI	LAST NAME		
SOCIAL SECURITY NO.	STREET NO.	STREET NAME	UNIT/APT	
CITY	STATE		ZIP	
START DATE OF CONTRACT	AMOUNT OF CONTRACT	CONTRACT EXPIRATION DATE	CHECK HERE IF CONTRACT IS ONGOING	
M M D D Y Y		M M D D Y Y	<input type="checkbox"/>	

REQUIRED FORMS

How to Obtain: Each year (by March), a DE 88 coupon booklet with preprinted payroll tax rates is mailed to you. Preprinted envelopes are also sent with each DE 88 booklet. Newly registered employers are sent a DE 88 booklet containing preprinted coupons about six weeks after registering with EDD.

**Employment Development Department
Account Services Group, MIC 13
P.O. Box 826880
Sacramento CA 94280**

(916) 654-7041

To obtain blank DE 88 coupons (DE 88ALL), access EDD's Web site at **www.edd.ca.gov/taxform.htm**.

If you have questions about completing your DE 88 coupon, please contact the Employment Tax Call Center at (888) 745-3886.

Please do not use another employer's DE 88 coupon. The coupons we provide you are barcoded with your EDD employer account number. If you use another employer's coupon, our computers will read the EDD employer account number coded on the coupon and apply the payment accordingly.

When Due: If you do not withhold PIT or if accumulated PIT withholdings are less than \$350, taxes (UI, ETT, SDI, and PIT) are due each quarter on January 1, April 1, July 1, and October 1. If you withhold \$350 or more, your SDI and PIT may need to be deposited more often. For additional information, refer to page 74.

See sample DE 88 below

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DE 44 Rev. 29 (1-03) (INTERNET)

Withholding Deposits

Although employer UI and ETT taxes are due quarterly, SDI and California PIT withheld from employees' wages may need to be deposited more often. California deposit due dates are generally the same as federal deposit due dates. Penalty and interest are charged on late deposits.

California Deposit Requirements				
If Your Federal Deposit Schedule is ¹	And You Have Accumulated State PIT Withholding of	SDI & PIT Deposit Required	If Payday Is	Deposit Due By ²
Next Banking Day	\$500 or less	No	Not applicable	Not applicable
	More than \$500	Yes	Not applicable	Next Banking Day
Semi-Weekly	\$500 or less	No	Not applicable	Not applicable
	More than \$500	Yes	Wed., Thurs., or Fri.	Following Wednesday
	More than \$500	Yes	Sat., Sun., Mon., or Tues.	Following Friday
Monthly	\$500 or less	No	Not applicable	Not applicable
	More than \$500	Yes	Not applicable	15 th of the following month
Quarterly ³	Less than \$350	Yes	Not applicable	April 30, 2003 July 31, 2003 October 31, 2003 February 2, 2004
	\$350 or more	Yes	Not applicable	15 th of the following month

NOTE:

¹ Electronic Fund Transfer (EFT) transactions for Next Banking Day deposits must be settled in the State's bank account on or before the third banking day following the payroll date.

² If the due date falls on a Saturday, Sunday, or legal holiday, the due date is extended to the next business day. For example, if a deposit is due on Friday, but Friday is a holiday, the deposit due date is extended to the following Monday.

³ This is not a federal deposit requirement. If you do not meet one of the above federal deposit schedules, you are required to make California payroll tax deposits quarterly.

REMEMBER:

- Once you make a Next Banking Day deposit, you automatically become a Semi-Weekly depositor for the remainder of that calendar year and all of the following year.
- Semi-Weekly depositors always have three banking days after the end of the Semi-Weekly period to make a deposit. If any of the three weekdays after the end of a Semi-Weekly period is a holiday, you will have one additional banking day to deposit.
- The EFT transactions for quarterly deposits must settle into the State's bank account on or before the banking day following the last timely date. (Refer to page 75 for the timely settlement dates and page 86 for additional information regarding EFT.)

Due Dates for Quarterly Tax Deposits

Using a *Payroll Tax Deposit (DE 88) Coupon*

Mail your tax payments with a DE 88 to EDD or remit electronically by EFT. Please **use** the preprinted DE 88 coupons and envelopes mailed to you. When your payroll tax deposits are mailed to EDD, the postmark date is used to determine timeliness. Penalty and interest **are charged** on late deposits. If you mail your DE 88 coupon, the filing due dates and delinquency dates for 2003 quarterly payroll tax deposits are:

Reporting Period	Filing Due Date	Delinquent If Not Paid By
January, February, March	April 1, 2003	April 30, 2003
April, May, June	July 1, 2003	July 31, 2003
July, August, September	October 1, 2003	October 31, 2003
October, November, December	January 1, 2004	February 2, 2004

Using Electronic Funds Transfer (EFT)

The EFT transactions for quarterly UI and ETT payments and quarterly SDI and PIT payments must settle in the State's bank account on or before the timely settlement date. Please refer to the last column in the chart below for specific settlement dates.

2003 Quarterly EFT Payment Chart

Reporting Period	Taxes Due	Last Timely Date (initiate on or before)	Timely Settlement Date
January, February, March	April 1, 2003	April 30, 2003	May 1, 2003
April, May, June	July 1, 2003	July 31, 2003	August 1, 2003
July, August, September	October 1, 2003	October 31, 2003	November 3, 2003
October, November, December	January 1, 2004	February 2, 2004	February 3, 2004

To ensure timely settlement of your EFT payments, please note:

- Automated Clearing House (ACH) **credit** transactions are processed based on individual bank requirements. Ask your bank what day you should report your payment to ensure a timely settlement date.
- ACH **debit** transactions must be reported by 3 p.m., Pacific Time, on or before the due date to ensure a timely settlement date.

Late Deposit, Penalty, and Interest

When your tax and wage reports are mailed to EDD, the postmark date is used to determine timeliness. If the last timely filing date falls on a Saturday, Sunday, or legal holiday, the next business day is considered to be the last timely date. Penalty and interest **will be** charged on late payroll tax payments. If you are late sending your payment, you can use the same DE 88 coupon to pay the penalty and interest. Please contact the Employment Tax Call Center at (888) 745-3886 for assistance in calculating the interest due (the interest rate is reestablished every six months).

To avoid erroneous penalty and interest on late deposits, be sure your DE 88 includes your EDD employer account number, business name, address, telephone number, quarter to which the deposit applies, and the dollar amount to be applied to each payroll tax (UI, ETT, SDI, and PIT). Your check or money order should also include your business name and EDD employer account number. Please use the preprinted DE 88 envelope to mail your DE 88 and payment to EDD.

NOTE: If you **do not** make timely payments, you will receive an *Employer Account Statement* (DE 2176) that provides details of the delinquent balance due. If the delinquency is not paid, a tax lien may be issued. If a tax lien is issued, it will be recorded at the county recorder's office. Tax lien information is available to the public after it is recorded.

Unavailability of forms is not "good cause" for filing or paying your taxes late.

Penalty for Failure to Deposit Payroll Taxes

Employers are required to withhold payroll taxes and send them to EDD. Any person or employer who fails to do this, even by mistake, can be charged with a misdemeanor. If convicted, the person or employer can be fined up to \$1,000 or sentenced to jail for up to one year, or both, at the discretion of the court.

Lost DE 88 Coupon - Filing an Informal Report

If your *Payroll Tax Deposit* (DE 88) coupons are lost or damaged, use the forms available on EDD's Web site at **www.edd.ca.gov/taxform.htm** or request replacement coupons by contacting the Employment Tax Call Center at (888) 745-3886. Do not use DE 88 coupons from another business as the account information is embedded in the barcode and their account may be credited with your deposit.

If a DE 88 coupon cannot be obtained prior to the delinquency date, file an informal report to avoid penalty and interest charges. An informal DE 88 should include the following:

- Owner name
- EDD employer account number
- Business name
- Business address
- Payroll date
- UI tax (if end of quarter payment)
- ETT (if end of quarter payment)
- SDI withheld
- PIT withheld
- Payment date (quarter and year that wages were paid)
- Payment type (Next Banking Day, Semi-Weekly, Monthly, or Quarterly)

Sign and mail the informal report with any payment due to:

**Employment Development Department
P.O. Box 826276
Sacramento, CA 94230**

Correcting Payroll Tax Deposits

The EDD no longer reconciles employer accounts each quarter. Use the following chart to determine when you need to notify EDD of any deposit adjustments, how you should make the adjustment, and what form to use.

Correcting Payroll Tax Deposits (DE 88)	Reason for Adjustment		How to Make an Adjustment	Form to Use
Overpaid	UI, ETT, SDI, or PIT on a <i>Payroll Tax Deposit</i> (DE 88) coupon prior to filing your <i>Annual Reconciliation Statement</i> (DE 7).	On the next DE 88 (for the same calendar year), reduce the same fund(s). Do not show credits on the deposit coupon.	DE 88	
	UI, ETT, SDI or PIT on a DE 88 prior to filing your DE 7 and it is not feasible to offset the overpayment against your next tax deposit.	File one <i>Tax and Wage Adjustment Form</i> (DE 678) for each tax deposit that you are requesting a refund for. This is for a refund prior to filing your year-end DE 7.	DE 678, complete sections I, II, III, and IV	
	UI, ETT, or SDI only on a DE 88 after your DE 7 was filed.	File the DE 678 with correct information.	DE 678, complete sections I, II, III, and IV	
Over-withheld	PIT and deposited the PIT withheld on a DE 88 after your DE 7 was filed and the Form W-2 was issued to the employee.	Do not: <ul style="list-style-type: none">Refund PIT over-withholdings to the employee,Change the California PIT withholding amount shown on the Form W-2, orFile a claim for refund with EDD. The employee will receive a credit for the PIT over-withholdings when filing his/her <i>California Income Tax Return</i> (Form 540) with the Franchise Tax Board.	None	
Underpaid	UI, ETT, SDI, or PIT on a DE 88 prior to filing your DE 7.	File a DE 88 and pay the amount due, including penalty and interest.	DE 88 (indicate the quarter to credit)	
Allocated the wrong amounts to specific funds on a DE 88.		Do not file a correction form. We will make the necessary adjustments at the end of the year when your DE 7 is filed.	None	
<p>When your employee gives you written permission, you are authorized to adjust any over- or underwithholding of California PIT if the adjustment is made within the same calendar year and before the IRS Form W-2 is issued. You should obtain a receipt from the employee whenever a credit adjustment or repayment of overwithheld tax is made.</p> <p>Overwithheld California PIT must be credited or refunded to your employee before you can take a credit or receive a refund from EDD. This overpayment can be adjusted in one of the following ways:</p> <ul style="list-style-type: none">If you have issued an IRS Form W-2 to the employee, you cannot adjust any overwithholding of PIT reported. The employee will receive credit for any overwithholding when he/she files his/her California State income tax return with the Franchise Tax Board (FTB).If you have issued IRS Form W-2 showing the wrong amount, you must issue an IRS <i>Corrected Wage and Tax Statement</i> (Form W-2c) to the employee. Do not send the State copy of the IRS Form W-2c to EDD or FTB. <p>NOTE: A claim for credit or refund must be filed within three years of the delinquent date for the quarter being adjusted. A separate DE 678 must be filed for each tax deposit that you are adjusting.</p>				

Correcting Payroll Tax Deposits (cont.)

Correcting Payroll Tax Deposits Made by Electronic Funds Transfer (EFT)	Reason for Adjustment		How to Make an Adjustment	Form to Use
	Overpaid	UI, ETT, SDI, or PIT via Electronic Funds Transfer (EFT) prior to filing your DE 7.	On your next EFT transaction, reduce the fund(s). Do not show the credit on the EFT transaction.	EFT transaction*
	Underpaid	UI, ETT, SDI, or PIT via EFT prior to filing your DE 7.	Initiate two separate EFT transactions—one for the delinquent fund(s) and another for the calculated penalty and interest amount. Indicate the delinquent quarter.	EFT transaction*
* Mandatory EFT filers are subject to noncompliance penalty if an SDI/PIT deposit is paid by check with a DE 88 coupon.				

QUARTERLY WAGE AND WITHHOLDING REPORT (DE 6) - OVERVIEW

Purpose: Employers use the DE 6 to report employee wages subject to Unemployment Insurance (UI), Employment Training Tax (ETT), and State Disability Insurance (SDI), and to report Personal Income Tax (PIT) withheld and PIT wages.

How to Obtain: The DE 6 is mailed to you in March, June, September, and December each year. To obtain a DE 6, access EDD's Web site at www.edd.ca.gov/taxform.htm, complete the order form on page 128, or call the Employment Tax Call Center at (888) 745-3886.

When Due: January 1, April 1, July 1, and October 1 each year (refer to the table below for last timely filing dates). You must file a DE 6 each quarter even if you paid no wages during the quarter.

See sample DE 6 form on page 80.

2003 Due Dates for the Quarterly Wage and Withholding Report (DE 6)

Report Covering	Due Date	Delinquent If Not Filed By
January, February, March	April 1, 2003	April 30, 2003
April, May, June	July 1, 2003	July 31, 2003
July, August, September	October 1, 2003	October 31, 2003
October, November, December	January 1, 2004	February 2, 2004

NOTE:

- You must file a DE 6 **even** if you paid no wages during the quarter. If you have no payroll during a quarter, you are still considered an employer and are required to sign and file a DE 6. Please enter "0" (zero) in each box in Item A and in Items M, N, and O of the Grand Total line. Check Box "C," sign and date the report, and send it to EDD.
- Wages are reported when they are **paid** to the employee, not when the employee earns the wages. Because UI and SDI benefits are based on the highest quarter of wages, it is important that wages are reported for the correct quarter. If you have any questions on reporting your employees' wages, please contact the Employment Tax Call Center at (888) 745-3886.
- A wage item penalty of \$10 per employee will be charged for late reporting or unreported employee wages.
- If your reports are filed late or you **do not** make timely payments, you will receive an *Employer Account Statement* (DE 2176) that provides details of the delinquent balance due. If the delinquency is not paid, a tax lien may be issued. If a tax lien is issued, it will be recorded at the county recorder's office. Tax lien information is available to the public after it is recorded.

Correcting a Prior DE 6: If you have made an error on a DE 6, obtain the Instructions for Completing the Tax and Wage Adjustment Form (DE 678I) and *Tax and Wage Adjustment Form* (DE 678) to correct the error. To obtain these forms, access EDD's Web site at www.edd.ca.gov/taxform.htm, complete the order form on Page 128, access our Fax-on-Demand at (877) 547-4503, or contact the Employment Tax Call Center at (888) 745-3886.



Serving the People of California

Page number 1 of 1**QUARTERLY WAGE
AND WITHHOLDING REPORT**PLEASE TYPE THIS FORM PER INSTRUCTIONS ON REVERSE
You must FILE this report even if you had no payroll. If you had no payroll, complete Items C
or D and F.

00060198

YR QTR

03 2

QUARTER
ENDED 06/30/03

DUE 07/01/03

DELINQUENT IF
NOT POSTMARKED
OR RECEIVED BY

EMPLOYER ACCOUNT NO.

87654321

ABC STORE
123 MAIN STREET
ANYTOWN CA 12345

DO NOT ALTER THIS AREA

P1 C T S W A
EFFECTIVE DATE
Mo. Day Yr. WICA. **EMPLOYEES** full time and part time who worked during or
received pay for the payroll period **which includes the**
12th of the month.1st Mo. 2nd Mo. 3rd Mo.
2 2 2B. Check this box if you are reporting ONLY Voluntary Plan DI wages on this page.
Report PIT Wages and PIT Withheld, if appropriate. (See instructions for Item B.)

C. NO PAYROLL D. OUT OF BUSINESS/FINAL REPORT

E. SOCIAL SECURITY NUMBER

345678901

G. TOTAL SUBJECT WAGES

25000.00

F. EMPLOYEE NAME (FIRST NAME)

MARY

(M.I.) (LAST NAME)

J RAYNE

H. PIT WAGES

25000.00

I. PIT WITHHELD

345.10

E. SOCIAL SECURITY NUMBER

456789012

G. TOTAL SUBJECT WAGES

1000.00

F. EMPLOYEE NAME (FIRST NAME)

CINDY

(M.I.) (LAST NAME)

V SMITH

H. PIT WAGES

1000.00

I. PIT WITHHELD

0.00

E. SOCIAL SECURITY NUMBER

F. EMPLOYEE NAME (FIRST NAME)

(M.I.) (LAST NAME)

G. TOTAL SUBJECT WAGES

H. PIT WAGES

I. PIT WITHHELD

E. SOCIAL SECURITY NUMBER

F. EMPLOYEE NAME (FIRST NAME)

(M.I.) (LAST NAME)

G. TOTAL SUBJECT WAGES

H. PIT WAGES

I. PIT WITHHELD

E. SOCIAL SECURITY NUMBER

F. EMPLOYEE NAME (FIRST NAME)

(M.I.) (LAST NAME)

G. TOTAL SUBJECT WAGES

H. PIT WAGES

I. PIT WITHHELD

E. SOCIAL SECURITY NUMBER

F. EMPLOYEE NAME (FIRST NAME)

(M.I.) (LAST NAME)

G. TOTAL SUBJECT WAGES

H. PIT WAGES

I. PIT WITHHELD

E. SOCIAL SECURITY NUMBER

F. EMPLOYEE NAME (FIRST NAME)

(M.I.) (LAST NAME)

G. TOTAL SUBJECT WAGES

H. PIT WAGES

I. PIT WITHHELD

J. TOTAL SUBJECT WAGES THIS PAGE

K. TOTAL PIT WAGES THIS PAGE

L. TOTAL PIT WITHHELD THIS PAGE

M. GRAND TOTAL SUBJECT WAGES

26000.00

N. GRAND TOTAL PIT WAGES

26000.00

O. GRAND TOTAL PIT WITHHELD

345.10

P. I declare that the information herein is true and correct to the best of my knowledge and belief.

Preparer's Signature Jane Jones Title EMPLOYER Phone () 123 456-7890 Date 7/31/03
(Owner, Accountant, Preparer, etc.)

DE 6 Rev. 3 (1-98)

MAIL TO: State of California / Employment Development Department / P.O. Box 826288 / Sacramento, CA 94230-6288

REQUIRED FORMS

Lost DE 6 - Filing an Informal Report

If you are not able to obtain a DE 6 prior to the delinquency date, file an informal report to avoid penalty and interest charges. Your informal DE 6 should include the following information:

- Owner name
- EDD employer account number
- Business name
- Business address
- Payroll quarter
- Mid-month employment (see glossary for definition)
- Individual employee's:
 - Social security number
 - Full name (Jane D. Jones)
 - Total subject wages
 - PIT wages
 - PIT withheld
- Subtotals per page (should contain no more than 25 line items and use a 12 font or larger. Total report should not exceed 250 line items.)
- Grand totals

Sign and mail the informal report to:

Employment Development Department
P.O. Box 826288
Sacramento, CA 94230

ANNUAL RECONCILIATION STATEMENT (DE 7) - OVERVIEW

Purpose: Each year, you are required to complete an *Annual Reconciliation Statement* (DE 7). It is used to reconcile your payroll tax payments and the total subject wages you reported for the year.

How to Obtain: A DE 7 is mailed to you in December each year. To obtain a DE 7, access EDD's Web site at www.edd.ca.gov/taxform.htm, complete the order form on page 128, visit your nearest Employment Tax Office, or contact the Employment Tax Call Center at (888) 745-3886.

When Due: Your 2003 DE 7 must be postmarked by February 2, 2004, to be timely.

For assistance with completing your DE 7, please contact the Employment Tax Call Center at (888) 745-3886.

Year-End Payment Due: If "Line J" on your DE 7 shows payroll taxes **due**, prepare a DE 88 and include the correct payment quarter. Please send the DE 88 with the amount due to EDD using the preprinted DE 88 envelope. The DE 88 and payment **must** be mailed in a **separate** envelope from the DE 7.

NOTE: Mandatory EFT filers must remit all SDI and PIT deposits by EFT.

Correcting a Prior DE 7: If you have made an error on a DE 7, obtain the *Instructions for Completing the Tax and Wage Adjustment Form* (DE 678I) and *Tax and Wage Adjustment Form* (DE 678) to correct the error. To obtain these forms, access EDD's Web site at www.edd.ca.gov/taxform.htm, complete the order form on page 128, access our Fax-on-Demand at (877) 547-4503, or contact the Employment Tax Call Center at (888) 745-3886.

See sample DE 7 on page 82.

ANNUAL RECONCILIATION STATEMENT

PLEASE TYPE THIS FORM - DO NOT ALTER PREPRINTED INFORMATION

YEAR ENDED	12/31/2003	DUE	01/01/2004	DELINQUENT IF NOT POSTMARKED OR RECEIVED BY	02/02/2004	YEAR	2003
						EMPLOYER ACCOUNT NO.	87654321

ABC STORE
123 MAIN STREET
ANYTOWN, CA 12345

DEPT. USE ONLY	DO NOT ALTER THIS AREA						
	P1	P2	C	P	U	S	A
	T						
	EFFECTIVE DATE						
	Mo.	Day	Yr.				

FEIN 12-3456789

ADDITIONAL
FEINS

CHECK BOX IF:
A. NO WAGES PAID THIS YEAR ☐
B. OUT OF BUSINESS ☐ Date

C. TOTAL SUBJECT WAGES PAID THIS CALENDAR YEAR 86,000.00

D. UNEMPLOYMENT INSURANCE (UI) (Total Employee Wages up to \$7,000 per employee per calendar year)

(D1) UI %	3.4	TIMES	(D2) UI TAXABLE WAGES	14,000.00	=	(D3) UI CONTRIBUTIONS	476.00
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E. EMPLOYMENT TRAINING TAX (ETT)

(E1) ETT %	0.1	TIMES	UI Taxable Wages (D2)	=	(E2) ETT CONTRIBUTIONS	14.00
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F. STATE DISABILITY INSURANCE (SDI) (Total Employee Wages up to \$56,916 per employee per calendar year)

(F1) SDI %	0.9	TIMES	(F2) SDI TAXABLE WAGES	85,916.00	=	(F3) SDI EMPLOYEE CONTRIBUTIONS WITHHELD	773.24
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G. CALIFORNIA PERSONAL INCOME TAX (PIT) WITHHELD PIT WITHHELD PER FORMS W-2 AND/OR 1099R 1,263.24

H. SUBTOTAL (Add Items D3, E2, F3, and G) 2,526.48

I. LESS: CONTRIBUTIONS AND WITHHOLDINGS PAID FOR THE YEAR
(DO NOT INCLUDE PENALTY AND INTEREST PAYMENTS) 0.00

J. TOTAL TAXES DUE OR OVERPAID (Item H minus Item I) 2,526.48

If amount due, prepare a Payroll Tax Deposit, DE 88, and mail to P.O. Box 826276, Sacramento, CA 94230-6276. Mailing payments with DE 7 delays payment processing and may result in an erroneous penalty and interest charges. **Mandatory EFT filers must remit all SDI/PIT deposits by EFT to avoid Non-Compliance Penalty.**

K. Be sure to sign this declaration: *I declare that the information herein is true and correct to the best of my knowledge and belief.*

Signature Jane Jones Title EMPLOYER (Owner, Accountant, Preparer, etc.) Phone (123) 456-7890 Date 01/20/2004

SIGN AND MAIL TO: State of California / Employment Development Department / P.O. Box 826286 / Sacramento CA 94230-6286

DE 7 Rev. 2 (1-02)

CU

REQUIRED FORMS

Lost DE 7 - Filing an Informal Statement

If you are not able to obtain a DE 7 prior to the delinquency date, file an informal report to avoid penalty and interest charges. Your informal DE 7 should include the following:

- Owner name
- EDD employer account number
- Business name
- Business address
- Payroll year
- The following "totals" for 2003:
 - Subject wages
 - UI/ETT taxable wages
 - UI tax
 - ETT
 - SDI taxable wages
 - SDI withheld
 - PIT withheld
 - Tax liability
 - Less amounts paid
 - Balance due

When you file your tax reports and pay on time, you will:

- Avoid penalty charges
- Ensure the payment of UI and SDI benefits
- Provide funds for employment training programs

NOTE: If an employer fails to send a completed DE 7 to EDD, a penalty of \$1,000 or 5 percent of total annual taxes, whichever is less, may be assessed.

Sign and mail the informal report to:

**Employment Development Department
P.O. Box 826286
Sacramento, CA 94230**

FEDERAL FORMS W-2 AND 1099

Wage and Tax Statement (Form W-2)

As an employer, you are required to prepare a federal *Wage and Tax Statement* (Form W-2) for each of your employees. For 2003, you must provide your employees with Form W-2 by February 2, 2004. Prepare the Form W-2 on the federal/state four-part paper form.

If you need information on Form W-2 reporting requirements, refer to IRS publication *Employer's Tax Guide* (Publication 15, Circular E). For federal instructions on completing Form W-2, refer to IRS publication *2003 Instructions for Forms W-2 and W-3*. To obtain these publications, access IRS' Web site at www.irs.gov or call IRS at (800) 829-1040.

In addition to the federal information required, you must include California Personal Income Tax (PIT) wages, and PIT and SDI withheld in the following Form W-2 boxes:

FORM W-2	
Box	Enter
Box 16 (State wages, tips, etc.)	California PIT wages
Box 17 (State income tax)	California PIT withheld
Box 19 (Local income tax)	The abbreviation "CASDI" and SDI withheld (For additional information, see "Note" below.)

NOTE:

- If Box 19 has local taxes, use "Box 14-Other." If **no** boxes are available, you are required to provide your employees with a separate written statement containing:
 - Your business or entity name, address, and federal and EDD employer numbers.
 - The employee's name, address, and social security number.
 - The amount of disability insurance actually withheld and/or paid directly by you under the State Plan or the amount actually withheld under a voluntary plan.
- If the wages were **not** subject for SDI, show "CASDI 0" (zero).
- If you pay SDI taxes **without** withholding SDI from the employee's wages, you should show the SDI taxes as if withheld and increase the amount you report according to the formula as shown on the *Information Sheet: Social Security/Medicare/SDI Taxes Paid By an Employer* (DE 231Q). To obtain a DE 231Q, access EDD's Web site at www.edd.ca.gov/taxform.htm#Publications, complete the order form on page 130, access our Fax-on-Demand at (877) 547-4503, or contact the Employment Tax Call Center at (888) 745-3886.
- If you are covered under an authorized Voluntary DI Plan for disability insurance, enter "VPDI" and the VPDI amount actually withheld.

Generally, the amount reported as California PIT wages on Form W-2 (Box 16, State wages) is the same as the federal wages (Box 1). However, the amounts may differ based on:

- Federal and California differences in definition of:
 - Employee (refer to page 16).
 - Taxable wages (refer to page 26).
- Residency of the employee (refer to page 15).
- If the employee performs services in more than one state.

For additional information on federal and California differences, please contact the Employment Tax Call Center at (888) 745-3886. If the employee performs services in more than one state, contact the other state(s) for guidance on how to complete the Form W-2 for that state.

If you discover an error on a previously issued Form W-2, refer to the IRS publication *Instructions for Forms W-2c and W-3c* for instructions on completing an IRS *Corrected Wage and Tax Statement* (Form W-2c).

FEDERAL FORMS W-2 AND 1099 (cont.)

Do not send the “State” copies of Forms W-2 and Form W-2c to the State of California (EDD or FTB). However, you must continue to send Forms W-2 and W-2c to your employees and IRS.

Information Return (Form 1099)

Continue to submit Forms 1099 (all types) to FTB. You may file on paper or by magnetic media as follows:

- **Paper:** If you file paper copies of your Forms 1099 with IRS (Ogden, Utah), you have met your filing requirement for California.
- **Magnetic Media:** If you are filing 250 or more Forms 1099 (one type), you must file magnetically. You may file via IRS’ Combined Federal/State Program or directly with FTB.

California PIT withheld from pension, annuity, and other deferred income, should be reported on IRS’ *Distributions From Pensions, Annuities, Retirement or Profit-Sharing Plans, IRAs, Insurance Contracts, etc.* (Form 1099-R). For instructions on completing Form 1099-R, refer to IRS publication *Instructions for Forms 1099-R and 5493*. To obtain this publication, access IRS’ Web site at **www.irs.gov** or call IRS (800) 829-1040.

For more information on California Form 1099 requirements, access “Information Return Reporting” on FTB’s Web site at **www.ftb.ca.gov** or call FTB at (916) 845-6304. For more information on Federal Form 1099 requirements, access IRS’ Web site at **www.irs.gov** or call IRS at (800) 829-1040.

We offer various electronic methods of filing your payroll tax reports. The following sections describe each filing option available.

ELECTRONIC FUNDS TRANSFER

Electronic Funds Transfer (EFT) is an electronic method for remitting all of your Unemployment Insurance (UI), Employment Training Tax (ETT), State Disability Insurance (SDI), and Personal Income Tax (PIT) payments. Funds are transferred from your bank account, with payment information, to the State's account, eliminating the need to send a *Payroll Tax Deposit* (DE 88) coupon and paper check. The following is a brief overview of the EFT program:

- **Mandatory EFT** - Each year, your account is reviewed to determine if you meet the requirements for mandatory EFT filing. If your average (per payment) deposit for SDI and PIT is \$20,000 or more for the prior State Fiscal Year (July 1 to June 30), you are required to pay all SDI and PIT deposits by EFT during the next calendar year, regardless of the dollar amount. First time mandatory EFT filers are notified of their status by October 31, prior to the year of mandatory EFT participation. Employers who meet the requirement in the preceding year do not receive another notice. Mandatory EFT participants are subject to a 10 percent noncompliance penalty if an SDI and PIT deposit is paid by check with a DE 88 coupon. The UI and ETT payments are not subject to the noncompliance penalty.
- **Voluntary EFT Filing** - If you do not meet the mandatory EFT requirement, we still encourage you to file by EFT on a voluntary basis.
- **Payment Options** - There are two EFT payment methods—the Automated Clearing House (ACH) debit method and the ACH credit method. Employers who select the ACH debit method report their payment information to the State's data collector by telephone or personal computer (PC) with modem. The ACH credit filers report their payment information to their bank, usually by PC or through a program offered by their bank.
- **Timeliness** - The timeliness of your EFT payment is determined by the settlement date (the date funds are credited to the State's bank account). The settlement date is different than the due date for DE 88 coupons. For additional information on timely settlement dates, obtain an *Information Guide For Electronic Fund Transfer* (DE 27).

To obtain an *Information Guide for Electronic Fund Transfer* (DE 27) or *Electronic Funds Transfer Authorization Agreement* (DE 26), access EDD's Web site at www.edd.ca.gov/taxform.htm or contact the EFT Unit at (916) 654-9130.

TAX TELEFILE

Telefile is designed especially for employers with six or fewer employees and employers of household workers. Employers and/or their payroll agents may use the Telefile system to report and pay payroll taxes by telephone. Rotary dial telephone users, or customers who choose not to use the touch-tone method, can Telefile by selecting the voice recognition option from the Telefile main menu.

Employers or their agents call a toll-free number and then enter both a Personal Identification Number and their EDD employer account number to file reports and/or payments over the telephone. The Telefile system prompts the caller to enter and verify the appropriate information. You may elect to Telefile just wage and withholding reports, or you may elect to pay your taxes through the EFT (ACH debit method).

Reports that can be Telefiled:

- *Quarterly Wage and Withholding Report* (DE 6)
- *Annual Payroll Tax Return for Employers of Household Workers* (DE 3HW) (EFT customers only)
- *Payroll Tax Deposit* (DE 88) coupon (EFT customers only)

Telefile system features:

- Available 24 hours a day, 7 days a week (excluding scheduled maintenance).
- Toll-free numbers for Telefile access and customer service.
- Quick updates to your account.
- Eliminates the need to mail reports or checks (paper reports will still be mailed to you).
- Wage and withholding reports may be filed for the current and five previous quarters.
- Telefile is a voluntary program.
- No cost to you.

To find out if Telefile is right for you, or to request a Telefile registration package, contact Telefile Customer Service at (800) 796-3524, Monday through Friday, 8 a.m. to 5 p.m. You may also e-mail our Telefile Customer Service at ecom@edd.ca.gov.

ELECTRONIC DATA INTERCHANGE (EDI)

Electronic Data Interchange (EDI) is a method you can choose to electronically file your *Quarterly Wage and Withholding Report* (DE 6). The EDI is the computer-to-computer exchange of information between trading partners. Trading partners are employers or agents and EDD.

If you are required to file your DE 6 via magnetic media, EDI satisfies this requirement.

Employers who choose to use EDI must:

- Use a personal computer (PC) with a modem.
- Send data in the American National Standards Institute (ANSI) X12 standard format.
- Obtain the services of a Value Added Network (VAN).

To sign up for EDI, an *Electronic Data Interchange Filing Agreement* (DE 813A) must be signed and returned to EDD. To print or view a copy of the *EDI Trading Partner Implementation Guide* (DE 813), an *EDI Filing Agreement* (DE 813A), or an *EDI Brochure* (DE 813B), access the EDD Web site at **www.edd.ca.gov/taxform.htm**. To request a copy of the DE 813, DE 813A, or DE 813B, or to obtain additional information, contact:

**Employment Development Department
EDI, MIC 96
P.O. Box 826880
Sacramento, CA 94280**

**(800) 796-3524
E-mail: ecom@edd.ca.gov**

MAGNETIC MEDIA REPORTING

Employers who are required to file their federal wage reports using magnetic media (employers with 250 or more employees) must also file their California *Quarterly Wage and Withholding Report* (DE 6) on magnetic media. Any employer who fails to file their report of wages on magnetic media after being notified by EDD that they are required to use magnetic media will be assessed a penalty of \$10 for each wage item not reported on magnetic media.

If you have fewer than 250 employees, we encourage you to file by magnetic media as it significantly reduces the processing costs and time needed to record wage and tax information. Magnetic media virtually eliminates the possibility of errors resulting from manual processing. Tax preparers and payroll services may use magnetic media to file their clients' DE 6 reports.

Employers unable to comply with this requirement may request a waiver on a *Waiver Request From Filing Quarterly Wage and Withholding Report(s) on Magnetic Media* (DE 3086M) by accessing EDD's Web site at **www.edd.ca.gov/taxform.htm**. The waiver must be filed **each** year, postmarked by March 31. Employers will be notified when the waiver has been approved or denied. Approved waivers are valid for six months, or longer at EDD's discretion. Employers who receive a waiver are required to file paper DE 6 reports.

The *Magnetic Media Quarterly Wage and Withholding Reporting Program* (DE 8300) booklet is available on EDD's Web site at **www.edd.ca.gov/taxform.htm**. The following magnetic media reporting methods are acceptable:

- IBM-compatible 3480/3490 tape cartridge
- 3½ inch diskette
- CD-R (compact disc-recordable)*

(We are phasing out the 5¼ inch diskette and 9-track magnetic media standard ½ inch reel and are **only** accepting these types of media from current filers.)

* CD-RW (compact disc-read write) are **not** acceptable.

MAGNETIC MEDIA REPORTING (cont.)

The EDD accepts the following DE 6 magnetic media formats:

- Interstate Conference of Employment Security Agencies (ICESA)
- Federal Magnetic Media Reporting and Electronic Filing (MMREF)

The EDD also allows tax preparers and payroll services to file their clients' *Payroll Tax Deposit* (DE 88) and *Annual Reconciliation Statement* (DE 7) on magnetic tape. To be eligible for this type of reporting, tax preparers/payroll services must file reports for a minimum of 250 California employers. Tax preparers/payroll services must submit one tape or disc for each type of report, and deposit with **one** check to cover the total reported liability and meet the normal filing deadlines.

For further information, or to sign up for magnetic media, contact:

**Employment Development Department
Magnetic Media Coordinator, MIC 15
P.O. Box 826880
Sacramento, CA 94280**

**(916) 654-6845
Fax: (916) 654-0302**

Type of Report	Contact
Magnetic Media Programs for employers and tax preparers: <ul style="list-style-type: none"> • <i>Report of New Employee(s)</i> (DE 34) • <i>Report of Independent Contractor</i> (DE 542) • <i>Quarterly Wage and Withholding Report</i> (DE 6) • <i>Waiver Request From Filing Quarterly Wage and Withholding Report(s)</i> (DE 6) <i>on Magnetic Media</i> (DE 3086M) 	Employment Development Department Magnetic Media Coordinator, MIC 15 P.O. Box 826880 Sacramento, CA 94280 <u>Telephone</u> DE 34: (916) 651-6945 DE 542: (916) 651-6945 DE 6: (916) 654-6845 DE 3086M: (916) 654-6845
Magnetic Media programs for tax preparers only: <ul style="list-style-type: none"> • <i>Payroll Tax Deposit</i> (DE 88) • <i>Annual Reconciliation Statement</i> (DE 7) 	Employment Development Department Information Management Group, MIC 96 P.O. Box 826880 Sacramento, CA 94280 Telephone: (916) 255-0649
Information returns: <ul style="list-style-type: none"> • Federal Forms 1099 (various) 	Franchise Tax Board Magnetic Media Coordinator P.O. Box 942840 Sacramento, CA 94240 Telephone: (916) 845-3778

REMEMBER: There are several electronic filing options available to you:

- Electronic Funds Transfer
- Tax Telefile
- Electronic Data Interchange
- Magnetic Media

What does “change of status” mean?

A change of status occurs when you:

- purchase or sell your business
- change business ownership
- change your mailing address/business location
- no longer have employees
- close your business

☐ **ACTION REQUIRED:** Notify EDD in writing of any change to your business status.

PURCHASE, SELL, TRANSFER, OR CHANGE OWNERSHIP

Registered employers must report **any** change in business status (for example: any change in business name or legal entity, such as a change from partnership or limited liability company to corporation). Report changes in writing or complete an updated *Registration Form* (DE 1) and mail or fax it to:

**Employment Development Department
Account Services Group, MIC 28
P.O. Box 826880
Sacramento, CA 94280**

Fax: (916) 654-9211

Please be sure to include your EDD employer account number, your name, and your telephone number on **all** correspondence you send to EDD.

Unlike IRS, EDD does not normally issue a new employer account number when there is a change in business ownership. Although a new EDD employer account number is not issued for most ownership changes, you still need to notify EDD of any change to your business. When there is a change in the type of ownership, but one or more owners of the business remain, the new entity normally keeps the same EDD employer account number and continues to make payroll tax deposits and file reports as though it was the same ownership for the entire year. For additional information, contact our Account Services Group at the above address or call (916) 654-8706.

Purchase a Business

If you purchase a business with employees (or that previously had employees), you may be held liable for the previous owner's EDD liability if a *Certificate of Release of Buyer* (DE 2220) is not obtained. The previous owner (or you) may contact the Employment Tax Call Center at (888) 745-3886 to request a DE 2220.

Until a DE 2220 is issued, you (buyer) must hold in escrow an amount sufficient to cover all amounts the seller owes to EDD, up to the purchase price of the business. The DE 2220 is issued after the seller pays all amounts owed to EDD. Payment must be made by cash, cashier's check, certified check, escrow check, or money order payable to EDD.

For your protection, escrow funds should not be disbursed until the DE 2220 has been issued. For additional information, obtain the *Information Sheet: Requirements for Obtaining Certificate of Release of Buyer When a Business Is Sold* (DE 3409A) by accessing EDD's Web site at **www.edd.ca.gov/taxform.htm#Publications**, accessing our Fax-on-Demand at (877) 547-4503, or contacting the Employment Tax Call Center at (888) 745-3886.

NOTE: Compliance with Section 3440, Code of Civil Procedure, which requires you to publish a *Notice of the Intended Sale of Business*, will not relieve you of the liability if the former owner owes EDD.

REMEMBER: Notify EDD in writing of any change of status to your business.

WHAT IS A SUCCESSOR EMPLOYER?

A successor employer is an employer who has acquired all or part of another employer's (predecessor) business. The successor employer may receive all or part of the predecessor's UI reserve account balance by applying for a reserve account transfer. The transfer may qualify the successor for a lower UI tax rate. The successor employer must still file a DE 1 to register with EDD. A new EDD employer account number is issued even though the employer has acquired all or part of the predecessor's business.

For more information on reserve account transfers, refer to page 96 or contact our Contribution Rate Group at (916) 653-7795.

NOTE: Acquiring all or part of the stock in a corporation does not constitute a new employing unit. The corporation retains the same EDD employer account number.

CHANGE YOUR MAILING ADDRESS/BUSINESS LOCATION

To change your mailing address/business location, please complete the change of address form provided in the *Payroll Tax Deposit* (DE 88) coupon booklet or the *Instructions for Preparing Payroll Tax Deposit* (DE 88All-I). You may also use a *Notification of Change of Address, Business Ownership, or Discontinuance of Business* (DE 24), which may be obtained by accessing EDD's Web site at www.edd.ca.gov/taxform.htm, completing the order form on page 128, accessing our Fax-on-Demand at (877) 547-4503, or contacting the Employment Tax Call Center at (888) 745-3886.

Do not make any changes to the preprinted data on the front of the *Payroll Tax Deposit* (DE 88), *Quarterly Wage and Withholding Report* (DE 6), or *Annual Reconciliation Statement* (DE 7).

NO LONGER HAVE EMPLOYEES

If you no longer have employees and will not be reporting wages in any future quarter, you must send a final *Payroll Tax Deposit* (DE 88) with payment, *Quarterly Wage and Withholding Report* (DE 6), and *Annual Reconciliation Statement* (DE 7). For EDD to close your employer account, you must complete Box "D" on the DE 6 and Box "B" on the DE 7.

If you currently do not have employees but may have employees in future quarters, you are still required to file your DE 6 showing zero (0) payroll or EDD may presume you have employees and assess your account.

CLOSE YOUR BUSINESS

If you close your business, you **are required** to file a DE 88 with payment, DE 6, and DE 7 within 10 days of quitting business, **regardless** of the normal due dates. For EDD to close your employer account, you must complete Box "D" on the DE 6 and Box "B" on the DE 7.

REQUIRED NOTICES AND PAMPHLETS

Posting Requirements

Once you are registered with EDD, you will receive a notice to inform your employees of their rights under the Unemployment Insurance (UI) and State Disability Insurance (SDI) programs. This notice must be posted in a prominent location that is easily seen by your employees.

You will receive the following notice, if you are subject to:

- Both UI and SDI - *Notice To Employees* (DE 1857A)
- UI only - *Notice To All Employees of Public Entities* (DE 1857D)
- SDI only - *Notice To Employees - Disability Insurance* (DE 1858)

Notices and Pamphlets

Provide a copy of the following notice and pamphlets to each of your employees:

- *Notice to Employees* (DE 35) informs employees that their employers are required to send copies of *Employee's Withholding Allowance Certificate* (Form W-4) to the Internal Revenue Service if the certificate meets certain conditions. Please refer to "Marital Status, Withholding Allowances, and Exemptions (Form W-4 and DE 4)" on page 12 for further information.
- The following pamphlets explain your employees' UI and SDI benefit rights:
 - *For Your Benefit* (DE 2320) – This booklet summarizes UI claim information.
 - *State Disability Insurance Provisions* (DE 2515) – This pamphlet outlines the SDI program.

NOTE: To request the publications listed above, access EDD's Web site at www.edd.ca.gov/formpub.htm or complete the order form on page 128. Voluntary Disability Insurance (DI) Plan insurers have similar literature. Voluntary DI Plan employers must also supply claim forms to their employees. For further information on Voluntary DI Plans, refer to page 107.

- Notice to Employee as to Change in Relationship - Written notice must be given immediately to an employee of his/her discharge, layoff, leave of absence, or a change in employment status.

The following sample meets the minimum requirements:

NOTICE TO EMPLOYEE AS TO CHANGE IN RELATIONSHIP	
(Issued pursuant to provisions of Section 1089 of the California Unemployment Insurance Code.)	
Name _____	SSN# _____
1. You were laid off/discharged on _____	20____
	(date)
2. You were on leave of absence starting _____	20____
	(date)
3. Your employment status changed on _____	20____
	(date)
_____ (Name of Employer)	
_____ (By)	

You may wish to prepare the employee notice in duplicate and keep a copy for your files.

Notices prepared by the employer **must** include the information on the Notice to Employee as to Change in Relationship (above).

No written notice is required if it is a voluntary quit, promotion or demotion, change in work assignment or location, or if work stopped due to a trade dispute.

- ☐ **ACTION REQUIRED:** Post the DE 1857 and DE 35 and provide a DE 2320 and DE 2515 to each of your employees.

PLANT CLOSURES AND MASS LAYOFFS (WARN ACT)

The federal Worker Adjustment and Retraining Notification (WARN) Act requires covered employers to provide 60 days advance notice of plant closings and mass layoffs.

Covered employer - any business enterprise that employs 100 or more employees.

Plant closing - the permanent or temporary shutdown of a single site of employment, or one or more facilities or operating units within a single employment site, if the shutdown results in an employment loss during any 30-day period at the single employment site for 50 or more employees (excluding any part-time employees.)

Mass layoff - a reduction in force that is not the result of a plant closing **and** results in an employment loss at the single employment site during any 30-day period for at least 33 percent of the active employees and at least 50 employees (excluding part-time employees.) Where 500 or more employees (excluding part-time employees) are affected, the 33 percent requirement does not apply, and notice is required if the other criteria are met.

The WARN Act does not apply to the closing of temporary facilities or the completion of an activity when the workers were hired only for the duration of that activity.

Access information about complying with the WARN Act at www.dol.gov/dol/compliance/comp-warn.htm.

If you are a covered employer, you must give written notice (60 days in advance of any plant closure or mass layoff) to the following:

- Representatives of affected employees or to each employee.
- The chief elected official of the unit of local government in the area where the closure or layoff will occur.
- The EDD's State Dislocated Worker Unit at:

**Employment Development Department
Workforce Investment Division, MIC 69
Automation and Local Support Section
P.O. Box 826880
Sacramento, CA 94280**

The notice must include all of the following:

- Name and address of the employment site where the plant closing or mass layoff will occur.
- Name and telephone number of a company official to contact for further information.
- A statement as to whether the planned action is expected to be permanent or temporary, and if the entire plant is to be closed.
- Date of closure or layoff and anticipated schedule for making separations.
- Job titles of positions to be affected and the number of affected employees in each job classification.
- An indication as to whether or not bumping rights exist.
- Name of each union representing affected employees.
- Name and address of the chief elected officer of each union.
- The statement to the employees must be written in a language that is understandable to the employees.

Employers who fail to provide the required notice to a unit of local government may be liable for civil penalties up to \$500 for each day of violation, and up to 60 days back pay and benefits to affected employees.

The EDD has established a **Rapid Response Team**, which is a cooperative effort between the Local Workforce Investment Area and the local EDD Job Service/Unemployment Insurance staff. This team disseminates information on the Workforce Investment Act, Title I, Dislocated Worker Rapid Response Program (i.e., services and training and the EDD Job Service/Unemployment Insurance Program).

If the dislocation is the result of foreign competition, the dislocated worker may be eligible for assistance, income support, job search assistance/relocation, and/or training under the Trade Assistance Act (TAA) or North American Free Trade Agreement Transitional Adjustment Assistance (NAFTA-TAA).

For more information about WARN Act requirements or to obtain the name and location of your Local Workforce Investment Area, contact EDD's Workforce Investment Division at (916) 654-8008.

U.S. GOVERNMENT CONTRACTOR JOB LISTING REQUIREMENTS

Employers with U.S. Government contracts or subcontracts of \$25,000 or more are required to list job openings with the state employment service system or with America's Job Bank's Web site at <http://web.ajb.dni.us>. In California, employers must list job openings with EDD's CalJOBSSM Labor Exchange System at www.caljobs.ca.gov. Furthermore, employers are required to take affirmative action to employ and advance in employment qualified disabled veterans of the Vietnam era.

All Government contractors who hold a contract or subcontract for \$50,000 or more and have at least 50 employees are further required to prepare and maintain an affirmative action program at each establishment that sets forth the policies and practices in hiring and promoting qualified disabled and Vietnam era veterans. The plan (VETS-100 Format on the Internet at <http://vets100.cudenver.edu/>) must be updated each year.

RECORDKEEPING

Employers are required to keep payroll records for at least four years. If you believe that you are **not** a subject employer or that your employees are exempt, State law requires that you maintain records of payments made to people who provide services to your business for at least eight years in case of an employment tax audit. Your records must provide a true and accurate account of **all** workers (employed, laid off, and on a leave of absence, and independent contractor) and all payments made. Records must include the following information for each worker:

- Name and social security number
- Date hired, rehired, or returned to work after temporary layoff
- Last date services were performed
- Place of work
- Money paid:
 - Dates and amounts of payment
 - Pay period covered
- Cash or cash value of in-kind wages (such as bonuses, gifts, prizes, meals and lodging) showing the nature of the payment, the period that the services were performed, and the type of special payments made.
- The amounts withheld from employee wages. (**NOTE:** You may be required to make withholding deposits. Please refer to "Withholding Deposits" on page 74.)
- Disbursement records showing payments to workers
- Other information necessary to determine payments to workers

For information on employment tax audits, obtain *Information Sheet: Employment Tax Audit Process* (DE 231TA) by accessing EDD's Web site at www.edd.ca.gov/taxform.htm#Publications, completing the order form on page 130, accessing our Fax-on-Demand at (877) 547-4503, or contacting the Employment Tax Call Center at (888) 745-3886.

COMMITMENT

The EDD is committed to applying the payroll tax laws of the State of California in an equitable and impartial manner. Toward that goal, we have developed the following information to inform you of your rights during the employment taxation process.

EMPLOYER RIGHTS

As an employer, you have the right to:

- Courteous and timely service from EDD employees.
- Expect that information maintained by EDD be kept confidential, and not published or made available for public inspection. However, in certain instances, the law requires that this information be shared with other governmental agencies. When those instances occur, EDD closely follows the law to protect your rights to confidentiality.
- Call upon EDD for accurate information and assistance, and to have all your questions answered.
- Receive a clear and accurate account statement if EDD believes you owe taxes.
- Request a filing extension for up to 60 days. The law provides that EDD may grant a filing extension where "good cause" is shown for a delay. (Refer to the "Glossary" on page 120 for the definition of "good cause.")
- Request a waiver of penalty showing "good cause" for filing a report or making a payment late.
- An impartial audit, and a full explanation of our audit findings if your business is selected for an audit.
- Discuss an issue(s) with an EDD representative, supervisor, and office manager if you disagree with an action taken by EDD.
- Appeal certain actions to the California Unemployment Insurance Appeals Board.

The *Employers' Bill of Rights* (DE 195) brochure has been developed to inform you of your rights during the employment taxation process. To obtain a copy of the brochure, access EDD's Web site at www.edd.ca.gov/taxform.htm#Publications, complete the order form on page 128, access our Fax-on-Demand at (877) 547-4503, or contact the Employment Tax Call Center at (888) 745-3886.

OFFICE OF THE TAXPAYER RIGHTS ADVOCATE

The EDD has established the Office of the Taxpayer Rights Advocate (OTRA), which is responsible for providing a clear, consistent focus on protecting the rights of the taxpayer.

Problem Resolution Office (PRO)

Incorporated within OTRA is the Problem Resolution Office (PRO), which is responsible for protecting the rights of taxpayers during all phases of the payroll tax assessment and collection process, while also protecting the interests of the State.

If you are unable to resolve a payroll tax problem with an EDD representative, supervisor, **and** office manager, you may contact PRO for assistance. The PRO will review the issues and facts of your case to ensure that your rights have been protected. The PRO will also work to facilitate a resolution to your problem.

If it can be substantiated that incorrect instructions were given to an employer by EDD staff, the Department's policy is to not penalize the employer for failure to comply with the law. If management in the office you have been working with cannot resolve your questions, please contact PRO at (916) 654-8957 for further assistance.

OFFICE OF THE TAXPAYER RIGHTS ADVOCATE (cont.)

Settlements Office

The Settlements Program provides employers and the State an opportunity to avoid the cost of prolonged litigation associated with resolving disputed payroll tax issues (i.e., protests, appeals, or refund claims).

When reviewing a settlement offer, EDD considers the risks and costs for the State associated with litigating the issues, balanced against the benefit of reaching a settlement agreement. Final tax liabilities, cases still in process, cases involving fraud or criminal violations, or issues solely involving fairness or financial hardship are generally not eligible. Depending on the reduction of tax and penalties and the petition status of the case, settlement agreements are subject to approval by an Administrative Law Judge, the California Unemployment Insurance Appeals Board, or the Attorney General before they can be finalized.

If you have questions, please contact the Settlements Office at (916) 653-9130 or (916) 654-7162. To obtain the *Information Sheet: Settlements Program* (DE 231SP), please access EDD's Web site at **www.edd.ca.gov/taxform.htm#Publications**, complete the order form on page 130, access our Fax-on-Demand at (877) 547-4503, or contact the Employment Tax Customer Call Center at (888) 745-3886.

Settlement offers may be submitted to:

**Employment Development Department
Settlements Office, MIC 93
P.O. Box 826880
Sacramento, CA 94280**

**(916) 653-9130 or (916) 654-7162
Fax: (916) 653-7986**

OFFERS IN COMPROMISE (OIC)

An Offers in Compromise (OIC) enables a qualified tax debtor to eliminate an employment tax liability at less than full value. To qualify for an OIC, the liability must be final and undisputed. The employer's account must be inactive and out-of-business, or the applicant must no longer have a controlling interest or any association with the business that incurred the liability. In addition, the applicant must meet all financial requirements, and full financial disclosure is required to analyze the offer. If you have questions or wish to request the *Information Sheet: Offers In Compromise* (DE 631C), please access EDD's Web site at **www.edd.ca.gov/taxform.htm#Publications**, complete the order form on page 130, access our Fax-on-Demand at (877) 547-4503, or contact OIC at (916) 464-2726.

PROTECTING YOUR PRIVACY

The payroll tax and benefit information collected by EDD is confidential. Employers and employees may access their own personal information by mailing a letter to the Tax Disclosure Office specifying the information being requested. You may also authorize your agent or representative to access your personal information through a written authorization or *Power of Attorney* (DE 48).

You may contact the Tax Disclosure Office at:

**Employment Development Department
Tax Disclosure Office, MIC 93
P.O. Box 826880
Sacramento, CA 94280**

(916) 654-5981

Purpose: The Unemployment Insurance (UI) program provides financial assistance to people who are temporarily out of work through no fault of their own. In California, this program is financed entirely by employers through a payroll tax based on the first \$7,000 in wages paid to each employee, each year. Employers are required to pay their UI taxes four times a year.

HOW THE UI TAX RATE SCHEDULE IS DETERMINED

Tax Rate Schedules

The UI tax rates are based on one of seven tax rate schedules (AA through F) established by law. The first step in the annual process of establishing the UI tax rates for the calendar year is for EDD to determine which of the seven tax rate schedules will be in effect. Employers are assigned their UI tax rates from the same rate schedule.

New Employer - UI Tax Rate and Reserve Account

An UI reserve account is a nonmonetary account, which is set up when an employer registers with EDD. The new employer UI tax rate is 3.4 percent (.034) for the first three years. In the fourth year, the UI tax rate is calculated based on each employer's previous experience. All UI taxes paid, taxable payroll reported, UI benefit charges, and prorated credits and charges to the UI reserve account are used to establish each employer's individual UI tax rate.

If a new employer buys an established business, he/she has the option of acquiring the previous owner's UI reserve account balance. Please see the "Reserve Account Transfers" section below for additional information.

NOTICE OF TAX RATES

Each December, EDD notifies employers of their UI, ETT, and SDI tax rates and taxable wage limits for the upcoming year by sending a *Notice of Contribution Rates and Statement of UI Reserve Account* (DE 2088). Rate information can also be obtained by calling the Contribution Rate Group's 24-hour automated call system at (916) 653-7795.

Data Exchange Alternative - Magnetic Media

Employer representatives may obtain their clients' UI tax rates on magnetic tape or diskettes. In addition, employers and their representatives may obtain benefit charges on magnetic media.

For information on receiving UI tax rates or benefit charges via magnetic media, contact:

**Employment Development Department
Contribution Rate Group, MIC 4
P.O. Box 826880
Sacramento, CA 94280
(916) 653-7795**

RESERVE ACCOUNT TRANSFERS

When an employer acquires all or part of an ongoing business, the employer may request the previous owner's UI reserve account balance be transferred to the new ownership by completing a *Reserve Account Transfer* (DE 4453) form. If EDD approves the transfer, the UI tax rate will be redetermined and may result in an immediate rate reduction. The application for transfer will automatically be returned if the transfer will increase the current UI tax rate. The new owner has the option to accept the rate increase or to continue at their present rate. For further information regarding reserve account transfers, please contact the Contribution Rate Group at (916) 653-7795.

NOTE:

- When a UI reserve account transfer has been approved, the employer receiving the transfer will receive a revised DE 2088 stating the UI tax rate for the remainder of the year.
- Employers who receive a reserve account transfer accept responsibility for the UI benefit charges for the previous owner's former employees. This may **increase** your UI tax rate in future years.
- A reserve account transfer cannot be reversed once it has been completed.
- There are time limits to qualify for a reserve account transfer. Apply for a reserve account transfer immediately after purchasing an ongoing business.

METHODS OF PAYING FOR UI BENEFITS

Experience Rating Method

The **experience rating method** is the method used by the majority of employers. For a detailed explanation of the experience rating method, obtain the *Information Sheet: California System of Experience Rating* (DE 231Z) by accessing EDD's Web site at www.edd.ca.gov/taxform.htm#Publications, completing the order form on page 130, accessing our Fax-on-Demand at (877) 547-4503, or contacting the Employment Tax Call Center at (888) 745-3886.

Reimbursable Method

Public employers and most nonprofit organizations have the option of becoming "reimbursable" employers. Employers electing the **reimbursable method**, also known as the cost-of-benefits method, are required to reimburse the UI fund on a dollar-for-dollar basis for all benefits paid to their former employees and charged to their account. Reimbursable employers are billed quarterly, and payment is due within 30 days from the statement date.

For public employers, financing under the reimbursable method **must** remain in effect for **two** complete calendar years. For nonprofit employers, financing under the reimbursable method **must** remain in effect for **five** complete calendar years. Employers who terminate their reimbursable coverage remain liable for UI benefits paid to their former employees covered under this program for a period of **three** calendar years.

For a detailed explanation of the reimbursable method, request *Information Sheet: Nonprofit and/or Public Entities* (DE 231NP) and *Potential Liability Under the Reimbursable Method* (DE 1378F). To obtain these publications, access EDD's Web site at www.edd.ca.gov/taxform.htm#Publications, access our Fax-on-Demand at (877) 547-4503, or contact the Employment Tax Call Center at (888) 745-3886. For additional information, please contact:

Employment Development Department
Reimbursable Accounting Group, MIC 19
P.O. Box 826880
Sacramento, CA 94280

(916) 653-5846

School Employees Fund (SEF)

Public school districts (kindergarten through 12th grade) and community colleges may elect to participate in the School Employees Fund (SEF), which is a special reimbursable financing method available for school districts. For further information, contact the SEF Unit at (916) 653-5380.

INTERSTATE RECIPROCAL COVERAGE ELECTIONS FOR MULTISTATE WORKERS

When an individual performs services in two or more states, and the services are not localized in any one state, under the provisions of California Unemployment Insurance Code, Sections 602 and 603, the employer may request that the individual's services be reported to one state. Upon approval for unemployment and disability insurance purposes, the employer may report to any state in which (a) services are performed, (b) the employee has residence, or (c) the employer maintains a place of business. Please note that special reporting may be required for California Personal Income Tax withholding purposes. For additional information, please obtain *Information Sheet: Multistate Employment* (DE 231D) by accessing EDD's Web site at www.edd.ca.gov/taxform.htm#Publications, completing the order form on page 130, accessing our Fax-on-Demand at (877) 547-4503, or contacting the Employment Tax Call Center at (888) 745-3886.

TIPS FOR REDUCING YOUR UI TAX RATE

The following steps may help reduce your UI tax rate:

- Maintain a stable workforce. High employee turnover increases the potential for benefits to be charged to your reserve account. This could also save UI taxes since you pay on the first \$7,000 of wages for each employee.
- Submit your UI payments within the required time limits, along with accurately completed *Payroll Tax Deposit* (DE 88) coupons to ensure your payments are included in calculating your UI tax rate for the following year.
- Respond timely to the *Benefit Audit* (DE 1296B). It may lead to the reversal of related charges to your reserve or reimbursable account. For additional information, refer to “Benefit Audits to Determine Fraud” on page 104.
- Conduct and document an exit interview to help you to understand why the employee is leaving. This may result in changes to your policies or procedures that will assist you in retaining your employees.
- Permit leaves of absence as they may help keep fully trained personnel.
- Keep good personnel records to justify any action(s) taken. Give written warnings prior to discharging an employee and keep a copy of these written notices and other supporting information.
- Protest UI benefit claims for former employees who you believe are not eligible for benefits (i.e., employee voluntarily quit or was discharged for misconduct, etc.). Written documentation of the exit interview may be important in establishing your protest.
- Answer UI claim notices promptly, accurately, and in detail.
- Rehire former employees who are currently receiving UI benefits that may be charged against your reserve account.
- Report refusals of work to EDD.
- Provide clear, specific answers to telephone interview questions from EDD personnel.
- Audit your *Statement of Charges to Reserve Account* (DE 428T) and report inaccuracies within the protest time limits.
- Bring witnesses with first hand knowledge of pertinent facts when attending a hearing.

FEDERAL UNEMPLOYMENT TAX ACT CERTIFICATION

The Federal Unemployment Tax Act (FUTA) certification is the method IRS uses to verify with the states that the credit claimed on the Form 940 or Form 1040 or was actually paid to the state. Under this “dual” system, you are subject to both the State and federal payroll tax requirements. You are required to file reports and pay UI taxes with EDD. You are also required to file an *Employer's Annual Federal Unemployment (FUTA) Tax Return* (Form 940) with the Internal Revenue Service (IRS) to report total taxable UI wages and pay any Federal Unemployment Tax due. Generally, you can take a federal credit of up to 5.4% (.054) against your FUTA tax for the UI taxes you paid to California.

On an annual basis, IRS and EDD compare amounts reported on your IRS Form 940 to the Total Subject Wages (Line C) and UI Taxable Wages (Line D2) reported on your EDD *Annual Reconciliation Statement* (DE 7). When an “out-of-balance” condition exists, a reconciliation must be made or an assessment may be issued by either EDD or IRS.

If you have questions regarding the FUTA certification process, please contact EDD's FUTA Certification Unit at (916) 654-8545.

HOW BENEFITS ARE PAID

The California UI program is funded through taxes paid by employers. These taxes are placed in the UI Fund, from which benefits are paid to qualified claimants. The individual reserve account established for each employer has no monetary value. The reserve account is an accounting device used to keep track of payments and charges made against the employer's account to determine their annual UI tax rate. For additional information, please refer to "Unemployment Insurance - Taxes" on page 96.

BENEFIT AWARD

The maximum amount of UI benefits payable to a claimant during a regular benefit year is 26 times his/her weekly benefit amount, or one-half of the total base period earnings, whichever is less. The benefit year is a 52-week period starting on the effective date of a new UI claim. After establishing a benefit year, a claimant who interrupts his/her claim (by returning to work, being unavailable for work, etc.) may again claim benefits by filing an additional or reopened claim during the benefit year. The base period on which the level of benefits is determined is a 12-month period that is determined by the effective date of a UI claim. The quarter in which the claimant earned the highest wages determines the weekly benefit amount received.

<u>Year</u>	<u>Weekly UI Benefit Award</u>		<u>Maximum Charged to Reserve Account for Each Employee for a Regular Claim</u>
	<u>Minimum</u>	<u>Maximum</u>	
2003	\$40	\$370	\$ 9,620
2004	\$40	\$410	\$10,660
2005	\$40	\$450	\$11,700

BENEFIT QUALIFICATIONS

To be eligible for UI benefits, claimants must:

- Be unemployed through no fault of their own.
- Be totally or partially unemployed and registered for work with EDD, as required.
- Be physically **able to work** in their usual occupation, or in other work for which they are reasonably qualified.
- Be **available for work**, which means ready and willing to immediately accept suitable work in their usual occupation, or in an occupation for which they are reasonably qualified.
- Be actively **seeking work** on their own behalf.
- Have received a minimum amount of wages during the base period. (For additional information, please refer to "Qualifying UI Wages" on page 100.)
- Comply with regulations in regard to filing claims.

Once a claim is filed, EDD staff will determine if there are eligibility issues. Department staff may call employers as well as claimants to resolve eligibility issues.

A claimant may be ineligible for UI benefits if he/she:

- Was discharged for misconduct connected to his/her work. (Proof of misconduct rests with the employer.)
- Voluntarily quit without "good cause" (includes quitting for personal reasons, to go to school, or to move).
- Files a UI claim during a recess period, if he/she worked for a school and has reasonable assurance of returning to work for a school.
- Refused suitable work without "good cause".
- Failed to take part in reemployment services.
- Failed to apply for a job when referred by a public employment office.
- Failed to make reasonable efforts to get work.
- Made false statements or withheld information for the purpose of claiming UI benefits.
- Is not legally entitled to work in the U.S.
- Is not able to work or is not available for work.
- Is working full-time or earns wages totaling more than 25 percent of their weekly UI benefit amount.

An individual is not eligible for UI benefits if he/she voluntarily left work because of a trade dispute. Because EDD must decide whether a claimant is disqualified from receiving benefits in a trade dispute situation, certain facts are needed. During a trade dispute, regulations require employers to respond to notices from EDD.

Certain types of employees are not covered for UI benefits. For additional information, please refer to the "Types of Employment" table on page 16 and "Types of Payments" table on page 26.

QUALIFYING UI WAGES

To have a valid UI claim, individuals must have earned:

- \$1,300 or more in **covered employment** in one quarter of the base period, or
- \$900 or more in **covered employment** in the base period quarter with the highest earnings, and earned at least 1.25 times the high quarter earnings during the entire base period.

Certain types of payments made to employees are not considered covered employment (wages) for UI purposes. For additional information, refer to the "Types of Payment" tables on page 26. The table shows if certain types of jobs and types of income are taxable for UI. If the table shows that a job or type of income is "not subject" or "exempt" to UI tax, then that income is excluded towards establishing a UI claim.

UI ELIGIBILITY DETERMINATION

The EDD schedules fact-finding interviews when there are eligibility questions regarding a claim. Our staff will talk to the claimant, employer, and anyone else necessary to make a decision. Based on the decision, benefits will either be paid or denied. If benefits are denied, a notice will be issued to the claimant. If the employer responds timely and addresses the issue, a notice will also be sent to him/her.

NOTE: The maximum amount an employer can be charged on a regular claim is \$9,620. (See "Benefit Award" on page 99.) In addition, an employer's reserve account may also be subject to charges for benefits paid on a Training Extension (TE) claim. Claimants who have been approved for California Training Benefits may be eligible for a TE claim. A claimant with a TE claim is eligible to receive a maximum of 52 times his/her weekly benefit amount on the regular claim, which includes the maximum benefit award of the regular claim.

UI CLAIMS PROCESS

A *Notice of Unemployment Insurance Claim Filed* (DE 1101C/Z) is mailed to the last employer when a former employee files a new UI claim or an existing claim is reopened.

Public entity employers and their agents may elect to have the notice of new or additional claim filed sent to a designated single address. Requests for designation of a single address should be sent to:

**Employment Development Department
Unemployment Insurance Division, MIC 40
P.O. Box 862880
Sacramento, CA 94280
Fax: (916) 654-8117**

A *Notice of Wages Used for Unemployment Insurance (UI) Claim* (DE 1545) is mailed to all base-period employers after a claimant receives the first UI payment. This notice informs each employer of the amount of potential charges to their UI reserve account for the claim because all or part of the benefits paid may be charged to the employer's UI reserve account.

Data Exchange Alternative: Electronic Data Interchange (EDI)

Employers and their agents may obtain the DE 1545 electronically. To obtain information about EDI, contact:

**Employment Development Department
Contribution Rate Group, MIC 4
P.O. Box 826880
Sacramento, CA 94280
(916) 654-8690**

Responding to Notices

Employers need to respond to the DE 1101C/Z or the DE 1545 if:

- The employee was terminated or voluntarily quit.
- You have knowledge of information, which might affect the individual's eligibility for UI benefits.
- The employee's name and social security number are not correct.
- You want a written decision of eligibility that provides you appeal rights to the Department's decision.

If you believe the claimant is not entitled to benefits, it is important to protest in writing when you receive the first notice. Your response must include any facts that may affect the claimant's eligibility for UI benefits or the potential liability of your UI reserve account for benefits paid to the claimant.

Protests may be written on the claim form or included in a separate letter containing the following information:

- Employer's account number, name, and address
- Claimant's name and social security number
- Beginning date of the claim
- Date of separation from employment
- Dates of separation(s) and rehire(s) during the quarters shown on the DE 1545
- Information supporting your belief of the claimant's ineligibility. (See page 99 for a list of disqualifying events.) Protests should include specific facts and circumstances, not general statements (e.g., "employee was fired for misconduct" should be supported with specific events and documentation). This will result in better eligibility decisions based on the facts.
- A protest to the DE 1101C/Z should be written and mailed to:

**Employment Development Department
SoCal Auth. Center
P.O. Box 19010
San Bernardino, CA 92374**

- A protest to the DE 1545 should also include separation information relevant to why the employee left your employment. If the wage information listed on the DE 1545 is incorrect, please inform EDD in writing at:

**Employment Development Department
Claims Group 1, MIC 16
P.O. Box 826880
Sacramento, CA 94280**

Include the following information with your correction of wage information:

- Employer's account number, name, and address
 - Claimant's name and social security number
 - Beginning date of the claim
 - Correction to the wage information. Please provide supporting documentation to the correction, such as a copy of the *Quarterly Wage and Withholding Report* (DE 6) or *Tax and Wage Adjustment Form* (DE 678).
 - Name, signature, and telephone number of the employer representative preparing the wage correction.
 - Date of the wage correction
- The protest should be signed by the person having personal knowledge of the facts or access to records containing the facts.

REMEMBER: If a written protest is not submitted, you waive your rights to protest your UI reserve account's potential liability for benefits paid to the claimant and your rights to appeal.

Subsequent Benefit Year

If you receive a notice that a subsequent benefit year has been established, you must resubmit any facts you furnished on the initial DE 1101C/Z to be entitled to a determination and/or ruling based on such facts for the later benefit year.

PROTEST TIME LIMITS	
Protest to	Postmarked within
<i>Notice of Unemployment Insurance Claim Filed</i> (DE 1101C/Z)	10 calendar days of the date mailed to you (the date is printed on the top-right side of the DE 1101C/Z.)
<i>Notice of Wages Used for Unemployment Insurance (UI) Claim</i> (DE 1545) <ul style="list-style-type: none"> For separation information: For wage information: 	(The deadline to submit a ruling request is located on the top-right side of the DE 1545.) 15 calendar days of the mailing date. 20 calendar days of the mailing date.

NOTE: If you respond late to an EDD notice, explain the reason for the delay as the above time limits may be extended for "good cause". If the reason is determined not to be for "good cause", a *Response To Employer Communication* (DE 4614) will be issued. This form can be appealed if you do not agree with the determination.

FALSE STATEMENT PENALTY

An employer may be assessed a cash penalty from 2 to 10 times the claimant's weekly benefit amount if it is determined that the employer, employer representative, employer officer, or employer agent willfully made a false statement or representation, or failed to report a material fact concerning the claimant's termination of employment.

An employer may be assessed a penalty, in an amount equal to 100 percent of UI benefit overpayments and penalties charged to a claimant(s), resulting from the employer influencing or persuading his/her employee(s) to file a false or fraudulent claim for UI benefits.

If you are not in agreement with the *Notice of Assessment* (DE 241), you may file a *Petition Rights from Notice of Assessment* (DE 2350) to an Administrative Law Judge (ALJ) of the California Unemployment Insurance Appeals Board (CUIAB). The CUIAB, established separate and apart from the EDD, reviews, hears, and renders impartial and independent decisions in tax and benefit matters related to the California Unemployment Insurance Code (CUIC).

Prepare an original and a copy of the petition. The petition may be informal, but must be in writing and should:

- Show your EDD employer account number and the date of the assessment. (For faster processing, enclose a copy of the DE 241 with your petition.)
- Provide the claimant's name and social security number.
- Clearly indicate that it is a "Petition for Reassessment."
- Describe the reason for the petition and specify the facts or grounds for requesting a reassessment.
- Be signed by you or your authorized agent.
- State your address or that of your agent, if any.

To be timely, the petition must be mailed or delivered to the office shown below **within 30 days** from the date of assessment. The time to protest can be extended by an ALJ for not more than 30 days, but **only** if "good cause" for the delay is shown. Mail or deliver the original and a copy of your petition for reassessment to:

**Office of the Chief Administrative Law Judge
California Unemployment Insurance Appeals Board
2400 Venture Oaks Way, 1st Floor, Suite 150
Sacramento, CA 95833**

NOTICES OF DETERMINATION, RULING, OR MODIFICATION

You can receive one of the following notices in reply to eligibility issues you reported on the DE 1101C/Z or the DE 1545:

- *Notice of Determination/Ruling* (DE 1080CT) – Sent to a tax-rated employer who responds timely to a DE 1101C/Z with eligibility information regarding a voluntary quit or discharge. The ruling portion of this notice informs the employer whether or not the reserve account will be charged for UI benefits paid.
- *Notice of Ruling* (DE 1080CT) – Sent to a tax-rated employer who responds timely to a DE 1545 with separation information. The separation must have occurred during or after the base period of the claim. This notice informs the employer whether or not the reserve account will be charged for UI benefits paid.
- *Notice of Modification* (DE 1080M) – Sent to the employer who previously received a DE 1080CT stating that the claimant was disqualified. The purpose of this form is to inform the employer that the claimant's disqualification period is over.
- *Employment Development Department Appeal Form* (DE 1000M) – This form is enclosed with all DE 1080s.

REMEMBER: Employers who finance UI coverage under one of the reimbursable financing methods receive *Notices of Determination*, but do not receive *Notices of Ruling* because they do not have a UI reserve account.

NOTE: A determination for other than a separation issue (quit or discharge) does not relieve benefit charges to your reserve account.

UI BENEFITS - APPEALS PROCESS

The appeals process is administered by a separate, independent agency – the California Unemployment Insurance Appeals Board (CUIAB). The CUIAB consists of seven members appointed by the State Legislature and the Governor. There are two levels of appeal: the first step is an appeal to an ALJ; the second is to the CUIAB.

If an employer disagrees with the final decision made by EDD, he/she has the right to appeal the decision to an ALJ. The appeal must be made within **20 calendar days** of the mailing date of EDD's DE 1080CT or DE 1080M. Request an appeal by writing a letter to EDD at the return address on the DE 1080CT or DE 1080M. The letter should include the employer's address, telephone number, EDD employer account number (if applicable), and the reason for the appeal. The letter should also include the claimant's name and social security number.

The parties will be notified of the time and place of the hearing at least 10 days in advance. The ALJ will conduct an informal hearing, giving both sides the opportunity to present their evidence. The CUIAB provides the following two publications to help in preparing for UI appeals hearings:

- *Unemployment Appeals - A Guide for Claimants, Employers, and Their Representatives* (DE 1434) and
- *Appeals Procedure* (DE 1433)

For copies of these publications, write to the address on page 102.

The written decision of the ALJ is mailed to the parties, setting forth the evidence presented and the reasons for the ALJ's decision. Information describing your rights to appeal an adverse decision to the CUIAB will also be included.

Appeals of an EDD determination and/or ruling or an ALJ's decision must be made within 20 calendar days of the mailing date of the decision.

BENEFIT AUDITS TO DETERMINE FRAUD

Each quarter, as part of EDD's fraud detection efforts, *Benefit Audit* (DE 1296B) forms are mailed to employers to request wage information for specific weeks that their employees may have worked. In addition, once a year we identify all outstanding *Benefit Audit* forms for which a reply was not received. Another audit form is sent to those employers for **each** outstanding quarter identified.

The benefit audit identifies individuals who may have improperly received UI benefits for weeks in which they actually worked and had earnings. The audit process leads to the recovery of unauthorized benefit payments and the reversal of related charges to the employer's reserve or reimbursable account.

NOTE: Employers are required by law to respond to the benefit audit form. Your cooperation is essential to detect fraud and to protect the integrity of the UI program.

Questions or comments about the benefit audit process should be sent to:

**EDD, Overpayment Program
Group Manager, MIC 16A
P.O. Box 2228
Rancho Cordova, CA 95741**

**(916) 464-2350
Fax: (916) 464-2550**

BACK PAY AWARD

Employees who received UI benefits and later receive back pay awards or settlements for the same period must repay EDD an amount equal to the UI benefits received. **At the employer's request**, the UI office will determine the amount of the UI benefits to be repaid. An overpayment will be established, and the claimant and employer will be notified. ("Employer" refers to both tax-rated and reimbursable employers.)

If the back pay award agreement states that the employer shall withhold overpayment amounts from the back pay award or settlement, the employer is responsible for submitting the amount withheld to EDD to clear the overpayment. The reimbursable employer will receive a credit against the future charges **only** after the liability has been paid. For further information, contact:

**Employment Development Department
Backpay Awards Coordinator, MIC 8, OARG
P.O. Box 826806
Sacramento, CA 94280**

(916) 464-2333

STATEMENT OF CHARGES

The annual *Statement of Charges to Reserve Account* (DE 428T) is an itemized list of charges to your reserve account resulting from UI benefits paid to former employees. The statement is sent in October each year and covers a one-year period from July 1 through June 30. The charges are one of the factors that determines your UI tax rate for the following year; therefore, it is important that you review the statement and submit a timely protest to any charges that you do not agree with.

LAYOFF ALTERNATIVES

Partial UI Claims

A partial UI claim can be used by any claimant who meets the requirements for partial employment status. The claimant must work less than normal full-time hours because of lack of work. If the claimant has no wages (does not work) for two consecutive weeks, the claim changes to a regular UI claim. Participation in this program may increase the employer's UI tax rate.

For more information about partial UI claims, please call one of the toll-free UI telephone numbers on page 117 or access EDD's Web site at **www.edd.ca.gov**.

Work Sharing Program

The Work Sharing program is available to employers who reduce employee wages and hours as an alternative to a temporary layoff. The affected work force or work unit(s) must consist of two or more employees. At least 10 percent of the total work force or 10 percent of the specified work unit(s) must participate in the program. The employer must sign a six-month Work Sharing plan with EDD. If, during the period of the plan, the employer does not meet the Work Sharing requirements, the business will be taken off the program. Participation in this program may increase the employer's UI tax rate. If you are interested in participating in the program or would like additional information, contact:

**Employment Development Department
Special Claims Office
P.O. Box 269058
Sacramento, CA 95826**

**(916) 464-3300
Fax: (916) 464-3342**

NOTICE OF LAYOFF

Employers with at least 100 employees who plan plant closures or mass layoffs of 50 or more full-time employees during any 30-day period at a single site of employment must give affected employees at least 60 days written notice. Please refer to "Plant Closures and Mass Layoffs" on page 92 for additional information.

WAGE NOTICES

In the event of a layoff or business closure involving 10 or more employees, EDD's Wage Notice Group will investigate and post Electronic Wage Notices (EWNs) for staff in EDD offices to use. The EWNs contain wage findings (e.g., findings on in lieu of notice pay, bonuses) to ensure consistent determinations when several employees may be affected by the same set of facts.

Purpose: The State Disability Insurance (SDI) program provides benefits to eligible workers experiencing a loss of wages when they are unable to perform their regular or customary work due to a nonoccupational illness or injury, or disability resulting from pregnancy or childbirth.

TAXES - WHO PAYS FOR SDI COVERAGE?

The SDI program and its administration are funded entirely by employees through wage withholdings. Although disability coverage is mandatory, employers may choose either a State plan or a Voluntary Plan to cover their employees (refer to "Voluntary Plan" on page 107 for more information). Those employees not choosing a Voluntary Plan are covered under the State plan. For more information, please access EDD's Web site at www.edd.ca.gov/taxrte9x.htm or call EDD's 24-hour Automated Call System at (916) 653-7795.

NOTE: When a worker has more than one employer during a calendar year, it is possible that excess SDI taxes can be withheld from the worker's wages. Workers should request a refund of excess SDI withholdings on their *California Income Tax Return* (Form 540).

The SDI tax rate may be adjusted annually to not more than 1.3 percent (.013) nor less than 0.1 percent (.001) depending on the balance in the SDI Fund. Employee contributions withheld are paid by the employer to either the SDI Fund or a Voluntary Disability Insurance Plan (see page 107).

EMPLOYEE BENEFITS

Eligible claimants may qualify for SDI benefits for each occurrence of disability. The *State Disability Insurance Provisions* (DE 2515) pamphlet and *Claim for State Disability Insurance (SDI) Benefits* (DE 2501) form contain eligibility information. **All** California employers who have employees subject to SDI taxes are required to give a DE 2515 pamphlet to each new employee. The California Unemployment Insurance Code requires employers to provide general program information to each employee leaving work due to a nonoccupational illness or injury, or disabilities resulting from pregnancy or childbirth. The pamphlet and application are provided to employers at no cost. Additional copies may be ordered by accessing EDD's Web site at www.edd.ca.gov/diinfo.htm, completing the order form on page 128, or contacting the Employment Tax Call Center at (888) 745-3886.

CLAIM NOTICES

When an SDI claim is filed, the employer(s) shown on the SDI claim form will receive a *Notice to Employer of State Disability Claim Filed* (DE 2503). Complete and return the DE 2503 **within two working days** when you have information affecting the claimant's eligibility.

To deter disability fraud, please respond immediately if you are not the employer shown on the DE 2503, or if the claimant:

- Is not your employee
- Has quit his/her job
- Is receiving wages
- Has not stopped working
- Is known to be working for another employer

NOTE: Because SDI is a separate program from UI, the filing of a claim for SDI will not affect the employer's UI reserve account. Therefore, the DE 2503 is not the basis for a ruling, and the employer will not be notified of any determination as a result of the response on the DE 2503.

VOLUNTARY PLAN

California law allows employers to apply to EDD for approval to establish a Voluntary Disability Insurance (DI) Plan for employees' short-term disability in lieu of State coverage. To be approved for a Voluntary Plan (VP), the employer must deposit a security with the State Treasurer in an amount determined by EDD. The coverage, rights, and benefits under a VP must be as great as the State plan in all respects and better in at least one provision.

Once a VP is approved, the employer is no longer required to send SDI withholdings to EDD. Instead, the employer holds the contributions in a trust to pay disability benefit claims and approved expenses. The VP employer pays a quarterly assessment to EDD based on the number of employees participating in the plan and other factors.

A VP can provide better coverage without additional cost to the employees. Based on claims experience, excess funds may be used to increase benefit levels or lower contributions. Please note that any money collected for VP purposes must be used only for the benefit of employees who contribute to the plan.

An employer considering a VP commitment should be aware that the employer takes ultimate responsibility for the plan benefits and expenses. If the accumulated VP trust fund is insufficient to cover benefits or expenses, the employer must loan or contribute funds as necessary. If a plan terminates and there are insufficient trust funds, the employer must assume the financial obligation until all plan liabilities have been met.

For additional information on the Voluntary DI Plan, please access EDD's Web site at www.edd.ca.gov, call (916) 654-8198 (TTY access is available at 800-563-2441), or contact:

**Employment Development Department
Disability Insurance Branch, MIC 29
P.O. Box 826880
Sacramento, CA 94280**

SELF-EMPLOYED BENEFITS

Self-employed individuals may elect to cover themselves with disability insurance under provisions of the CUIIC.

Self-employed individuals who elect coverage pay at a rate determined by the prior annual combined usage of all participants. The contributions reimburse the SDI fund for disability benefits and administrative costs already paid and estimated to be paid. For further information on elective coverage, request *Information Sheet; Elective Coverage* (DE 231EC) and *Elective Coverage Information* (DE 2565) by accessing EDD's Web site at www.edd.ca.gov/difaq9.htm or contacting the Disability Insurance Elective Coverage Unit at (916) 654-6288.

WORKERS' COMPENSATION INSURANCE

Workers' compensation insurance provides benefits to eligible workers experiencing a loss of wages when they are unable to perform their regular or customary work due to an occupational illness or injury. Generally, employees are not eligible for SDI when receiving workers' compensation benefits unless the SDI rate is greater than the workers' compensation rate. Workers' compensation insurance is paid by the employer.

If you have **any** employees, you are required by law to have workers' compensation insurance. Failure to do so is a crime and may result in penalties and closure of your business.

If you have questions about workers' compensation insurance or how to obtain coverage, contact your insurance agent or the State Compensation Insurance Fund at (800) 892-6000.

ADDITIONAL INFORMATION

For information regarding SDI, access EDD's Web site at www.edd.ca.gov/diind.htm or contact our State Disability Insurance Customer Service Center at (800) 480-3287.

NOTE: To provide affordable benefits to eligible workers, the SDI program has systems in place to detect and deter fraud. Please report suspected fraudulent activity to EDD's Fraud Hotline at (800) 229-6297.

EDD JOB SERVICE

The EDD's Job Service (JS), one of the world's largest public employment service operations, provides a variety of services to bring California employers together with qualified job seekers. To provide employers with a self-service labor exchange, EDD's JS offers an Internet-based system called CalJOBSSM, which provides quick access to a large pool of job-ready applicants. Employers with Internet access can enter their own job listings and update or close orders.

Employers without Internet access or who have special requirements can be served by Customer Service Representatives, who take job-opening information by telephone or fax and assist employers in finding qualified applicants. There are no fees to use CalJOBSSM.

To register in CalJOBSSM, you will need to use your EDD employer account number. To access CalJOBSSM, visit our Web site at www.caljobs.ca.gov or call the Customer Service Help Desk at (800) 758-0398 for assistance. If you do not have an EDD employer account number, please refer to page 6 for information on obtaining one.

Job Service can also assist you with:

- Bilingual services
- Bonding
- Department of Motor Vehicle record verification
- Foreign labor certification
- Interviewing facilities
- Job Fairs
- Labor market information
- Recall letters
- Recruitment
- Reemployment assistance in lay-off situations

For more information on these and other services, visit EDD's Web site at www.edd.ca.gov and select "For Employers," or contact your nearest Job Service Office.

EMPLOYMENT TRAINING PANEL (ETP)

The ETP is a program that provides employers with skilled workers and provides workers with good, long-term jobs. The ETP was created in 1982 by the California State Legislature, and has invested over \$700 million to train more than 400,000 California workers since inception. The ETP is a funding agency, not a training agency. Businesses determine their own training needs and how best to provide training.

Purpose: The ETP funds training that results in long-term, full-time employment in targeted industries to improve California's competitiveness in the world economy and the skills of the state's workforce. Approximately \$70 to \$100 million in job training funds are provided annually to California employers. The ETP primarily funds retraining of currently employed workers in high-wage jobs in companies threatened by out-of-state competition, and has placed special emphasis on training for small businesses with fewer than 100 employees.

Funding

In 1982, the Legislature established the Employment Training Tax (ETT). All tax-rated employers, including new employers, are subject to ETT. Employers with positive reserve accounts are assessed 0.1 percent (.001) of the first \$7,000 of each employee's wages. Employers do not pay ETT while their accounts have a negative reserve balance, but they must pay a higher rate of Unemployment Insurance (UI) tax. The maximum ETT collected is \$7 per employee, per year.

General Information

The ETP contracts directly with tax-rated employers, groups of employers (including associations and chambers of commerce), training agencies, vocational schools, and Workforce Investment Boards. The ETP funds the following types of training programs to promote a healthy labor market in a growing, competitive economy:

- **Retraining** - Helps companies facing out-of-state competition by upgrading the skills of current employees. These training programs are usually administered by the employers.
- **New-Hire** - Funds training of unemployed workers eligible to receive California UI benefits or who have exhausted UI benefits within 24 months of the training. These programs are usually administered by training agencies and approved vocational schools.
- **Career Ladders** - Includes projects that use career ladders designed for the advancement of entry-level workers. These programs will be industry-specific. The out-of-state competition and minimum wage requirements may be waived for Career Ladder Programs.
- **Special Employment Training (SET)** - Provides limited funding for the following categories:
 - **Frontline Workers** - Supports the retraining of frontline workers in occupations that pay the state average hourly wage in businesses that do not meet the ETP's standard project criteria.
 - **Workers in High Unemployment Areas** - Provides training funds for workers in areas with unemployment rates significantly higher than the rate for California or containing a large number of unemployed workers.
 - **Small Business Skills** - Funds training for small business owners to enhance the competitive position of their business. Owners must have at least one but fewer than ten full-time employees.
 - **Workers With Barriers To Employment** - Funds are provided for individuals with barriers (physical disabilities, lack of work history, lack of communication or literacy skills) who do not have the means to readily enter the labor force.

How is ETP Different?

(Employers, Labor, and Government Working Together)

The employer selects the courses, trainers, and types of training that best meet their company's needs. The ETP's performance-based standards ensure that training results in jobs. For a contractor to earn reimbursement, trainees must receive at least 40 hours of training; complete a minimum of 90-days full-time employment following the completion of training; receive at least the required ETP minimum wage; and use the skills learned during the training on the job.

For additional information or for a schedule of free orientations, access ETP's Web site at www.etp.ca.gov or contact one of the following ETP offices:

North Hollywood (818) 755-1313

San Diego (619) 686-1920

Sacramento (916) 327-5640

San Mateo (650) 655-6930

NORTH AMERICAN FREE TRADE AGREEMENT (NAFTA)

The North American Free Trade Agreement (NAFTA) Implementation Act of 1993 amended the Trade Act of 1974 to establish the NAFTA - Transitional Adjustment Assistance (NAFTA-TAA) program. This program provides training, weekly income support while in training, job search assistance, and relocation assistance to individuals who are out of work because their employer transferred production to Canada or Mexico, or because of increased imports from those countries. Workers may contact any local EDD Job Service site to obtain a *Petition for NAFTA Transitional Adjustment Assistance* (ETA 9042) or call one of the toll-free UI telephone numbers listed on page 117.

Trade Adjustment Assistance

The Trade Adjustment Assistance program was established under the Trade Act of 1974 to help American workers who have lost work as a result of increased imports. Eligible workers receive Trade Readjustment Allowance during periods of unemployment. The program also provides training, job search assistance, and relocation assistance. Workers may contact any local EDD Job Service site to request a *Petition for NAFTA Transitional Adjustment Assistance* (ETA 9042), or call one of the toll-free UI telephone numbers listed in the directory on page 117. Workers may file the application directly with the U.S. Department of Labor's Office of Trade Adjustment Assistance. For information on how to contact the Department of Labor, contact one of the toll-free UI telephone numbers listed on page 117.

WELFARE-TO-WORK GRANT INITIATIVE

The federal Welfare-to-Work Grant Initiative provides \$367 million over five years for Local Workforce Investment Boards (LWIBs) and other types of community-based organizations to create job opportunities for the hardest-to-employ welfare recipients. These funds may be used to fully subsidize employment wages or on-the-job training, and provide post-employment services, such as occupational skills training, transportation, childcare, etc. To obtain the name and address of the LWIB serving your area, call (916) 654-7961.

WORKFORCE INVESTMENT ACT

The federal Workforce Investment Act of 1998 (WIA) provides the framework for a national workforce preparation and employment system. Title I of WIA authorizes and funds a number of employment and training programs in California. Workforce investment activities authorized by WIA are provided at the local level to individuals in need of those services, including job seekers, dislocated workers, youth, incumbent workers, new entrants to the workforce, veterans, persons with disabilities, and employers. The WIA's primary purpose is to provide workforce investment activities that increase the employment, job retention, earnings, and occupational skill attainment of participants.

These programs help prepare Californians to participate in the state's workforce, increase their employment and earnings potential, improve their educational and occupational skills, and reduce their dependency on welfare. In turn, this improves the quality of the workforce and enhances the productivity and competitiveness of California's economy.

The WIA authorizes a variety of services to employers. Services are designed and administered by Local Workforce Investment Boards (LWIB). Local services are provided by One-Stop Centers and may include:

- Applicant screening/referral
- Business closure assistance
- Customized training
- Enterprise zone tax credits
- Entrepreneurial training
- Job placement assistance
- Labor market information
- On-the-job training
- Training subsidies

The WIA is administered by LWIBs in partnership with local elected officials comprised of representatives from private sector business, organized labor, community-based organizations, local government agencies, and local education agencies. The LWIBs designate one-stop operators, provide policy guidance, and oversee the job training activities within local areas. One-Stop Centers provide a full range of services, including finding qualified employees, providing labor market information, and obtaining tax credits for hiring certain workers.

For more information, access EDD's Web site at www.edd.ca.gov/wiaind.htm or contact the Workforce Investment Division at (916) 654-7111.

Purpose: The EDD's Labor Market Information Division (LMID) collects, analyzes, and publishes information about California's labor market that helps employers, policy makers, and researchers with important business decisions.

What Information Is Available On The Web?

Access our Web site at www.calmis.ca.gov, 24 hours a day, for information that will assist you in making important business decisions. You can compare wages, skills, and educational requirements for selected occupations and areas throughout the State or make strategic plans using industry, occupational, and regional trend information. You can also obtain labor market information on:

- **Agriculture** - Statewide and county employment and earnings data for selected crops and industries.
- **Selected population characteristics** - Statewide census data, population tables, data for Affirmative Action and Equal Employment Opportunity programs, and income statistics.
- **Industry** - Current, historical, and projections of employment by industry; hours and earnings data; and size of business data by county, metropolitan statistical area, and the State.
- **Economic development** - Local industry trends, labor force, and occupational employment projections and wages are available on an interactive Web site at www.lmi4ed.ca.gov.
- **Labor force** - Current and historical labor force data (civilian labor force, employment, unemployment, and unemployment rate) by sub-county area, county, metropolitan statistical area, and the State; labor market conditions in California; and characteristics of the labor force.
- **Occupations** - Some of the information and forms available include:
 - California Career and Training Information System (CaCTIS) at www.cactis.ca.gov
 - WorkSmart at www.worksmart.ca.gov
 - Projections of employment by occupation
 - California Professional and Business License Handbook
 - California Occupational Guides
 - Occupational wages by local area
 - Occupational Outlook Reports
 - Prevailing Wage Program for Temporary H-1B Visas Request Form

To request a complete list of publications and their cost, please contact LMID at (916) 262-2162.

Multiple Location and/or Function Employers

When an employer maintains a business at more than one physical location and/or conducts more than one business activity/function at the same location, and the secondary locations have a total of ten or more employees, the employer is considered to be a multiple establishment employer. If your firm fits the multiple location criteria and you are not currently completing a *Multiple Worksite Report* (BLS 3020), please contact LMID's Employment and Payroll Group at (916) 262-1856. For additional information, access the LMID's Web site at www.calmis.ca.gov and select "Employers" under "Labor Market Information by Customer Group."

- ☐ **ACTION REQUIRED:** Multiple establishment employers are required to file, on a quarterly basis, the *Multiple Worksite Report* (BLS 3020). The LMID mails the BLS 3020 to multiple establishment employers at the close of each quarter. The BLS 3020 is due by the end of the following month.

How Your Industry Code Is Determined

All businesses and government organizations are assigned an industry classification code from the North American Industry Classification System (NAICS), which allows the U.S. Bureau of Labor Statistics to tabulate national and state economic data by industry. Most new employers are assigned an industry code based on their response on Section I of the *Registration Form for Commercial Employers* (DE 1). Each year, selected employers are sent an *Industry Verification Form* (BLS 3023 VS) to verify the accuracy of their industry code. Other employers, who have not yet been assigned an industry code, will receive an *Industry Classification Form* (BLS 3023CA). To learn more about NAICS and to view the NAICS codes and descriptions, visit the U.S. Bureau of Labor Statistics Web site at www.bls.gov/bls/naics.html.

REMEMBER: To accurately determine your firm's industry code, it is imperative that you fully complete questions pertaining to your business industry on Section I of the *Registration Form* (DE 1) and the *Industry Verification Form* (BLS 3023 VS), or the *Industry Classification Form* (BLS 3023 CA).

If you have any questions regarding the following topics, please contact the designated agency or office:

TOPIC	DESCRIPTION	CONTACT
California Career and Training Information System (CaCTIS)	The CaCTIS provides employers easy access to occupational information and training possibilities to enhance the skills of their employees.	EDD Labor Market Information Division Telephone: (916) 262-2162 www.cactis.ca.gov
California Personal Income Tax (PIT) Withholding	To request the California PIT withholding tables or for information on whether payments are subject to California PIT withholding.	EDD Employment Tax Call Center Telephone: (888) 745-3886 www.edd.ca.gov
	Information on programming your computer or acceptable computer software programs to calculate California PIT withholding. NOTE: When you call FTB's assistance number, please request to speak to their Statistical Research Bureau so they can provide the appropriate assistance.	Franchise Tax Board Statistical Research Bureau MS B26 P.O. Box 1468 Sacramento, CA 95812 Fast Answers about State Taxes (F.A.S.T.): (800) 338-0505 (recordings) Assistance: (800) 852-5711 (operator) Hearing-impaired: (800) 822-6268 (TTY) www.ftb.ca.gov
CalJOBSSM	CalJOBS SM is an Internet-based job opening and resume listing system that increases public access to employment services. Employers may call their local EDD Job Service site for assistance in entering job openings or selecting job seekers.	EDD Job Service Division, MIC 37 P.O. Box 826880 Sacramento, CA 94280 CalJOBS SM assistance: (800) 758-0398 8 a.m. to 5 p.m. Pacific time (PT) Monday through Friday www.caljobs.ca.gov
Electronic Tax Filing Options - Electronic Data Interchange (EDI)	Through EDI, you can file your <i>Quarterly Wage and Withholding Report</i> (DE 6) electronically. See page 87 for additional information.	EDD EDI Unit, MIC 15-A P.O. Box 826880 Sacramento, CA 94280 Telephone: (800) 796-3524 E-mail: ecom@edd.ca.gov
	- Electronic Funds Transfer (EFT)	EDD EFT Unit, MIC 15-A P.O. Box 826880 Sacramento, CA 94280 Telephone: (916) 654-9130 Fax: (916) 654-7441

TOPIC	DESCRIPTION	CONTACT
Electronic Tax Filing Options (cont.) - Household Employer Internet Reporting (HEIR)	<p>The HEIR is a convenient method for household employers to file and pay their payroll taxes over the Internet.</p>	<p>EDD HEIR Unit, MIC 15-A P.O. Box 826880 Sacramento, CA 94280</p> <p>Telephone: (800) 796-3524 E-mail: ecom@edd.ca.gov</p>
- Magnetic media	<p>Magnetic media is a convenient method for employers to report quarterly wage, withholding, independent contractor (IC), and/or New Employee Registry (NER) information. See page 87 for additional information.</p>	<p>EDD Magnetic Media Coordinator, MIC 15-A P.O. Box 826880 Sacramento, CA 94280</p> <p><u>Telephone</u> Quarterly Wage Report: (916) 654-6845 IC/NER: (916) 651-6945</p>
- Tax Telefile	<p>Tax Telefile is a voluntary program for household employers and other employers with a small number of employees to report and pay payroll taxes by telephone.</p> <p>Employers can file reports 24 hours a day, 7 days a week. See page 86 for additional information.</p>	<p>EDD Telefile Unit, MIC 96 P.O. Box 826880 Sacramento, CA 94280</p> <p>Telefile Customer Service: (800) 796-3524</p> <p>Telefile System Access Number: (800) 796-9330 E-mail: ecom@edd.ca.gov</p>
Economic development	<p>The EDD's Labor Market Information Division offers data on occupational wages and outlook, employment by industry, and State and local labor market.</p>	<p>EDD Labor Market Information Division</p> <p>Telephone: (916) 262-2162 www.lmi4ed.ca.gov</p>
Employee eligibility to work	<p>Under federal law, employers are required to verify that every individual (citizen, national, or alien) whom they hire has the right to work in the U.S.</p> <p>The U.S. Immigration and Naturalization Service (INS) requires you to complete an <i>Employment Eligibility Verification</i> (Form I-9) for each person hired to verify employment eligibility.</p>	<p>U.S. Immigration and Naturalization Service (refer to the U.S. government listings in your local telephone book under "Immigration and Naturalization Service")</p> <p>Request a copy of the <i>Handbook for Employers: Instructions for Completing Form I-9 (M-274)</i>. www.ins.usdoj.gov</p>
Employer requirements	<p>The Employment Tax Call Center can answer your payroll tax questions (e.g., employee and independent contractor status, employer registration, Independent Contractor Reporting, and new employee reporting).</p>	<p>EDD Employment Tax Call Center</p> <p>Telephone: (888) 745-3886 www.edd.ca.gov/taxind.htm</p>

TOPIC	DESCRIPTION	CONTACT
Employer rights during the employment tax assessment and collection process	Employer rights are protected by the Problem Resolution Office (PRO) during the employment tax assessment and collection process. The assistance of this office may be requested after first attempting to resolve an issue with an EDD representative, supervisor, and office manager.	EDD PRO, MIC 93 P.O. Box 826880 Sacramento, CA 94280 Telephone: (916) 654-8957 Fax: (916) 654-6969 www.edd.ca.gov/taxetpro.htm
Employment Development Department (EDD) Web site	Provides a variety of information on EDD's programs and services, forms and publications, and links to other government sites.	EDD www.edd.ca.gov
Employment tax rates and UI benefit charges	<i>A Notice of Contribution Rates and Statement of UI Reserve Account</i> (DE 2088) is mailed annually by December 31 to notify employers of their UI, ETT, and SDI tax rates. For additional information, refer to page 96. <i>A Statement of Charges to Reserve Account</i> (DE 428T) is mailed annually in October. This statement is an itemized list of UI charges to your reserve account. For additional information, refer to page 104. Protests to the DE 2088 and DE 428T must be submitted within 60 days of the "mail date" on the notice.	EDD Contribution Rate Group, MIC 4 P.O. Box 826880 Sacramento, CA 94280 Telephone: (916) 653-7795 (24-hour automated telephone system)
Employment Training Panel	A program that provides funds to train and retain workers in targeted industries. Includes retraining current employees, training new hires, career ladder training for entry-level workers, and four Special Employment Training programs.	Employment Training Panel North Hollywood (818) 755-1313 Sacramento (916) 327-5640 San Diego (619) 686-1920 San Mateo (650) 655-6930 www.etp.ca.gov
Federal tax requirements	For federal employment tax and personal income tax requirements, contact the Internal Revenue Service (IRS) nearest you. Federal <i>Employer's Tax Guide</i> (Publication 15, Circular E) and <i>Employer's Supplemental Tax Guide</i> (Publication 15-A) are available from IRS.	Internal Revenue Service Telephone: (800) 829-1040 www.irs.gov

TOPIC	DESCRIPTION	CONTACT
Federal Unemployment Tax Act (FUTA) certification	The method IRS uses to verify with the states that the credit claimed on the Form 940 or Form 1040, Schedule H, was actually paid to the state. See page 98 for additional information.	EDD FUTA Certification Unit Telephone: (916) 654-8545
Forms		
- Alternate tax forms	The requirements and approval for using alternate forms to file your payroll tax reports can be obtained by contacting the Alternate Forms Coordinator.	EDD Alternate Forms Coordinator Telephone: (916) 255-0649
- Tax forms and publications	Tax forms and publications are through the Internet, order form available on page 128 and 130, our Fax-on-Demand, and Employment Tax Offices.	EDD Less than 25 copies: (888) 745-3886 25 copies or more: (916) 322-2835 Fax-on-Demand: (877) 547-4503 www.edd.ca.gov/taxform.htm
Job referral and recruitment services	All questions regarding EDD Job Services for Workforce Investment Act services.	EDD Job Service or One-Stop Center local site nearest you (refer to the government listing in your local telephone book) Employers: www.edd.ca.gov/employer.htm One-Stops: www.edd.ca.gov/emptran.htm Job Seekers: www.edd.ca.gov/findjob.htm
Job Service	The EDD's Job Service offers a variety of services that bring employers with job openings together with qualified job seekers.	EDD Job Service site nearest you (refer to the government listing in your local telephone book) www.edd.ca.gov/jsloc.htm
Labor law requirements	All questions regarding labor law requirements, such as minimum wage, hours, overtime, and workers' compensation requirements.	Department of Industrial Relations (refer to the government listing in your local telephone book) www.dir.ca.gov
Labor market information	California's labor market information can help you with your important business decisions. Includes occupational employment and wage data, industry employment, labor force, and selected population characteristics.	EDD Labor Market Information Division Telephone: (916) 262-2162 www.calmis.ca.gov
Payroll tax seminars	Seminar topics include reporting requirements, how to complete payroll tax forms, and independent contractor and employee issues.	EDD Employment Tax Call Center Telephone: (888) 745-3886 Register on-line at www.edd.ca.gov/taxsem

TOPIC	DESCRIPTION	CONTACT
Problem resolution (tax)	If you are unable to resolve an employment tax problem with an EDD representative, supervisor, and office manager, you can contact the Problem Resolution Office (PRO) for assistance.	EDD PRO, MIC 93 P.O. Box 826880 Sacramento, CA 94280 Telephone: (916) 654-8957 Fax: (916) 654-6969 www.edd.ca.gov/taxetpro.htm
Reimbursable method of paying UI benefits	Public employers and certain nonprofit organizations have the option of becoming "reimbursable" employers. Employers using this method to pay UI benefits are required to reimburse the UI fund on a dollar-for-dollar basis for all UI benefits paid to their former employees.	EDD Reimbursable Accounting Group, MIC 19 P.O. Box 826880 Sacramento, CA 94280 Telephone: (916) 653-5846
School Employees Fund (SEF)	School employers may elect to participate in the SEF (UI Program) to finance UI benefits.	EDD School Employees Fund, MIC 13 P.O. Box 826880 Sacramento, CA 94280 Telephone: (916) 653-5380 www.edd.ca.gov/txsefind.htm
State Disability Insurance (SDI) benefits	The SDI benefits provide temporary income to California workers who are unable to work because of pregnancy or a nonjob-related illness or injury.	EDD State Disability Insurance Office Telephone: English: (800) 480-3287 Spanish: (866) 658-8846 TTY: (800) 563-2441 Employers may press "0" at the menu to speak with a representative www.edd.ca.gov/diinfo.htm
Tax debt – California payroll taxes		
- Offers in Compromise	Offers in Compromise enable a qualified tax debtor to eliminate an employment tax liability at less than full value.	EDD Offers in Compromise Telephone: (916) 464-2726
- Settlements Program	This program provides employers and the State an opportunity to avoid the cost of prolonged litigation associated with resolving disputed employment tax issues.	EDD Settlements Office, MIC 93 P.O. Box 826880 Sacramento, CA 94280 Telephone: (916) 653-9130 or (916) 654-7162 Fax: (916) 653-7986

TOPIC	DESCRIPTION	CONTACT
Tax information - Call Center	For general tax information, call our toll-free number. Call center staff are available 7 a.m. to 6 p.m. Pacific time, Monday through Friday and the call center is closed on State holidays.	EDD Employment Tax Call Center Telephone: (888) 745-3886
- E-Z Access Information Topics and Fax-on-Demand	Prerecorded messages covering more than 50 topics and tax forms and publications by fax are available 24 hours a day by calling our toll-free telephone number.	EDD Telephone: (877) 547-4503
Tele-Reg	Register by telephone and receive your EDD employer account number over the phone.	EDD Account Services Group, MIC 28 P.O. Box 826880 Sacramento, CA 94280 Telephone: (916) 654-8706 Fax: (916) 654-9211
Underground economy	Investigates businesses that are paying workers undocumented cash payments or not complying with labor and licensing laws.	EDD Underground Economy Operations Hotline: (800) 528-1783 Email: ueo@edd.ca.gov
Unemployment Insurance (UI) benefits	The UI benefits provide temporary income to unemployed workers who meet the UI eligibility requirements.	EDD Unemployment Insurance Office English (800) 300-5616 Spanish (800) 326-8937 Chinese (800) 547-3506 Vietnamese (800) 547-2058 TTY (nonverbal) (800) 815-9387 Outside of California (800) 250-3913 Employers should press "3" for the employer menu that provides UI and Job Service information. www.edd.ca.gov/uiloc.htm
Welfare-to-Work Grant Initiative	A program to create job opportunities for the hardest-to-employ welfare recipients. This program is operated by Workforce Investment Boards in conjunction with local welfare departments, educational institutions, economic development, and community-based organizations.	EDD Project Development and Management Division, MIC 50 P.O. Box 826880 Sacramento, CA 94280 Telephone: (916) 654-7799 www.edd.ca.gov/wtowind.htm

TOPIC	DESCRIPTION	CONTACT
Workers' Compensation Insurance	<p>If you have employees, you are required by law to have workers' compensation insurance coverage.</p> <p>Failure to do so is a crime and may result in penalties and closure of your business.</p>	<p>Your insurance agent, or State Compensation Insurance Fund</p> <p>Telephone: (800) 892-6000 www.scif.com</p> <p>For additional information: Department of Industrial Relations (refer to the government listings in your local telephone book). www.dir.ca.gov</p>
Workforce Investment Act	A program to increase the employment, retention, and earnings of participants and to enhance the productivity and competitiveness of California's economy.	<p>EDD Workforce Investment Division, MIC 69 P.O. Box 826880 Sacramento, CA 94280</p> <p>Telephone: (916) 654-7111 www.edd.ca.gov/wiaind.htm</p>

REMEMBER: There are many convenient ways to obtain payroll tax forms and assistance from EDD:

- Visit our Web site **www.edd.ca.gov**
- Fax-on-Demand has most forms (except those that must be scanned)
- Contact our Employment Tax Call Center at (888) 745-3886
- Contact your local Employment Tax Office

Account Number	The eight-digit EDD employer account number assigned to each registered employer (e.g., 111-1111-1). Always refer to your EDD employer account number when communicating with EDD. Omission of your account number may result in delays in processing payments, reporting documents, and correspondence.
ACH	Automated Clearing House
Automated Clearing House (ACH)	Any entity that operates as a clearing house for electronic debit or credit transactions pursuant to an EFT agreement with an association that is a member of the National ACH Association.
Base Period	A 12-month period beginning 4 or 5 quarters prior to the filing of an UI claim. A 12-month period beginning 5 or 6 quarters prior to the filing of an SDI claim. The base period is determined by the effective date of the UI or SDI claim.
CCR	California Code of Regulations. The CCR is available on the Internet at www.calregs.com .
CUIAB	California Unemployment Insurance Appeals Board
CUIC	California Unemployment Insurance Code
California Unemployment Insurance Code (CUIC)	The laws administering California's UI, ETT, SDI, and PIT programs. The CUIC is available on the Internet at www.leginfo.ca.gov/calaw.html .
Charges	Amounts deducted from an employer's reserve account or amounts reimbursable for State UI benefits paid to former employees.
Claim	<p>An application for UI or SDI benefits.</p> <ul style="list-style-type: none"> • UI - The process that establishes a UI benefit year is called a new claim. Weekly certifications for benefits during the benefit year are called continued claims. When payment of continued claims is interrupted during the benefit year (because a claimant returned to work, or withdrew from the labor market for a time), the renewal is called an additional claim or reopened claim. • SDI - The application that establishes an SDI benefit period is called a first claim. Subsequent certifications on that claim are called continued claims. For each separate period of disability, a new (first) claim must be filed.
Claimant	A wage-earner who files a claim for UI or SDI benefits.
Contributions	The CUIC refers to taxes under its provision as "contributions." In this guide, "contributions" are generally referred to as "taxes."
Department	Employment Development Department (EDD)
Deposit	An amount of money sent to EDD with a <i>Payroll Tax Deposit</i> (DE 88) coupon or through EFT. For more information, please refer to page 73.
Determination	A decision whether or not a claimant is eligible to receive UI or SDI benefits.
Disability Insurance	Benefits paid to eligible California workers experiencing a loss of wages when they are unable to perform their regular or customary work due to pregnancy or an injury or illness not related to their job. Disability insurance, generally referred to as State Disability Insurance or SDI, is funded by taxes withheld from the employee's wages.
EDD	Employment Development Department
EDI	Electronic Data Interchange
EFT	Electronic Funds Transfer
Electronic Data Interchange (EDI)	A computer-to-computer exchange of information that allows employers to file their <i>Quarterly Wage and Withholding Report</i> (DE 6) electronically.

Electronic Funds Transfer (EFT)	Any transfer of funds (other than a transaction originated by check, draft, or similar paper instrument) that is initiated through an electronic terminal, telephone, or other type of telephonic instrument, computer, or magnetic tape. The initiation orders, instructs, or authorizes a financial institution to debit or credit an account.
Employee	A wage-earner in employment covered by the CUIC.
Employer Notices	Forms mailed to notify the employer of matters affecting the employer's account.
Employment Taxes	California PIT and SDI withholdings, and UI and ETT.
Employment Training Fund	A special fund in the State Treasury for depositing into or transferring all Employment Training Tax (ETT) contributions collected from employers.
Employment Training Panel (ETP)	Administers the employment training funds that are provided by ETT to train, place, and retain workers with skills needed by employers. Funds may be used to train and place unemployed individuals or to train and retain current workers who need to strengthen their skills for today's workplace.
Employment Training Tax (ETT)	An employer-paid tax that provides funds to train employees in targeted industries to improve the competitiveness of California businesses. Employers subject to ETT pay one-tenth of one percent (.001) on the first \$7,000 in wages paid to each employee in a calendar year.
ETO	Employment Tax Office
ETT	Employment Training Tax
Exempt Employment	Employment specifically excluded from coverage under the CUIC.
Experience Rating	The system by which an employer's UI contribution rate is determined each calendar year based on previous employment experience.
Good Cause	Circumstances that occur, usually outside the employer's control (e.g., floods, earthquake). When good cause exists for not reporting on time, the Department will extend the filing date for forms.
Household Employment	Describes "employment of a household nature."
Independent Contractor	An independent contractor (service-provider) is any individual who is not an employee of the service-recipient for California purposes and who receives compensation or executes a contract for services performed for that business or government entity in or outside of California.
Initiation Date	The date an EFT filer instructs either a financial institution or the State's data collector to process the transfer of funds. It is completed via telephone or personal computer (PC).
Magnetic Media	Mandatory and voluntary opportunity to magnetically report wages, withholdings, independent contractors, and/or new employees .
Mid-month Employment	The number of full-time and part-time employees who worked during or received pay for the payroll period which includes the 12 th day of the month.
Multiple Establishment Employer	An employer that maintains a business at more than one physical location and/or conducts more than one business activity/function at the same location and the secondary locations have a total of 10 or more employees.
NAICS	North American Industry Classification System
NER	New Employee Registry

New Employee Registry (NER)	A report of new employees that employers are required to report within 20 days of the start-of-work date (refer to "Report of New Employee" on page 69).
New Employer	California employers are considered new employers for up to three tax years after registering with EDD. During this period, these employers pay UI tax at a rate of 3.4 percent (.034). New employers also pay ETT, and withhold SDI and PIT.
North American Industry Classification System (NAICS)	The six-digit industry classification code that identifies the primary business functions of an employer's business. The NAICS has replaced the Standard Industrial Classification (SIC) system.
Personal Income Tax (PIT) Wages	All wages paid during the period that are subject to PIT, even if they are not subject to PIT withholding. The PIT wages consist of all compensation for service by an employee for his/her employer and include, but are not limited to, salaries, fees, bonuses, commissions, and payments in forms other than cash or checks. Wages in any form other than cash or checks are measured by the fair market value of the goods, lodging, meals, or other compensation given in payment for the employee's services. The calendar year total for PIT wages should agree with the amount reported on the individual's <i>Wage and Tax Statement</i> (Form W-2), in Box 16 (State Wages, Tips, etc.).
Personal Income Tax (PIT) Withholding	California PIT is withheld from employees' pay based on the <i>Employee's Withholding Allowance Certificate</i> (Form W-4 or DE 4) on file with the employer.
PIT	California Personal Income Tax
Predecessor	A previous owner registered as a subject employer.
Prepayments (UI and ETT)	The UI and ETT taxes that an employer voluntarily sends to EDD during a quarter even though they are not due until the end of the quarter.
Reimbursable Employer	A nonprofit or public entity employer who is permitted by law to be billed for UI benefits after they are paid to former employees. A reimbursable employer cannot receive a ruling relieving the employer of UI benefit charges.
Reserve Account	A book account kept for each tax-rated employer to measure employment experience and set the employers UI tax rate.
Ruling on Benefit Claim	For tax-rated employers, a ruling is the Department's decision whether or not an employer's reserve account will be charged for UI benefits. The ruling is based on the reason for separation.
Ruling on Tax Question	A decision, in writing, as to an employer's subject status or tax liability in the stated circumstances.
SDI	State Disability Insurance
Service-Provider	A service-provider (independent contractor) is any individual who is not an employee of the service-recipient for California purposes and who receives compensation or executes a contract for services performed for that business or government entity in or outside of California.
Service-Recipient	Any business or government entity that, for California purposes, pays compensation to an independent contractor (service-provider) or executes a contract for services to be performed by an independent contractor in or outside of California.
Settlement Date	The date of an exchange of funds, with respect to a transaction, reflected on the books of the Federal Reserve Bank and the State's bank account.
SIC	Standard Industrial Classification system which has been replaced by the North American Industry Classification System (NAICS).
SSN	Also known as social security number. All employee wage records and claim actions are filed under this number, rather than by name.

State	State of California
State Disability Insurance (SDI)	Wage loss benefits paid to California workers who are unable to perform their regular or customary work due to pregnancy or an injury or illness not related to their job. The SDI program is funded by taxes withheld from employees' wages.
Subject Employer	An employer who is liable under the rules and regulations of the CUIC.
Subject Quarter	Calendar quarter when an employer first meets the requirements for reporting their payroll taxes.
Subject Wages	Subject wages are used to determine UI and SDI benefits. Generally, all wages are considered subject wages regardless of the \$7,000 UI and \$56,916 SDI taxable wage limits. For special classes of employment and payments that may not be considered subject wages, refer to the "Types of Employment" table on page 16 and "Types of Payments" table on page 26.
Successor	A change in ownership or a new ownership of a business already registered as an employer. A new registration is required for either.
Tax-Rated Employer	An employer who is required to register with EDD and pay UI taxes each year on the first \$7,000 of wages paid to each of their employees.
Taxable Wage Limits	The taxable wage limit for UI and ETT is \$7,000 per employee, per year. The taxable wage limit for SDI is \$56,916 per employee, per year.
Taxable Wages	Compensation paid for "covered employment" up to the taxable wage limits for the year. Compensation includes wages and allowances such as meals, lodging, and other payments in lieu of money for services rendered in employment. California PIT treatment may differ.
Tax Telefile	An interactive voice recognition system designed especially for household employers and other employers with a small number of employees. Employers or their agents can use tax telefile to report and pay payroll taxes electronically by telephone.
UI	Unemployment Insurance
Unemployment Insurance (UI)	Benefits paid to California workers who are unemployed. Recipients must meet the qualifications for benefits as outlined by the CUIC.
UI and ETT Prepayment	The UI and ETT taxes that an employer voluntarily sends to EDD during a quarter even though they are not due until the end of the quarter.
Voluntary DI Plan	Disability insurance (DI) provided by a private plan rather than under the State Plan. For private plan coverage, an employer must file an application that must be approved by EDD before it can become effective.
Wage Detail	<i>Quarterly Wage and Withholding Report</i> (DE 6) must be filed each quarter listing employee(s) name, SSN, total subject wages, PIT wages, and PIT withholding.
WARN Act	Worker Adjustment and Retraining Notification (WARN) Act (Public Law 100-379) requires employers with 100 or more employees to give 60 days advance notice in the event of a plant closure or mass layoff.

Topic	PAGE
Adjustments	77
Alternate Filing Options	86
<i>Annual Reconciliation Statement (DE 7):</i>	
Correcting Errors	81
Due Dates	81
Lost Forms	83
Appeal Rights - Unemployment Insurance (UI) Claims	103
Back Pay Award	104
Benefit Audits	104
Benefits:	
State Disability Insurance (SDI)	106
Unemployment Insurance (UI)	99
Billings - Reimbursable UI Method	97
Claim Notices:	
<i>Notice of Claim Filed (DE 1101C/Z)</i>	100
<i>Notice of Wages Used for Unemployment Insurance (UI) Claim (DE 1545)</i>	100
<i>Notice to Employer of State Disability Claim Filed (DE 2503)</i>	106
Closing Business	90
Cost-of-Benefits (Reimbursable) Method	97
Deposit:	
Delinquent	75
Due Dates	74
Requirements	74
Electronic Funds Transfer (EFT)	75
Disability Insurance:	
Self-Employed Disability Insurance (for employers)	107
State Disability Insurance (SDI)	106
Voluntary Plan (for employees)	107
Discharge	91
Domestic Employers: See Household Employment	19
Elective Coverage (Disability Insurance)	107
Electronic Data Interchange (EDI)	87
Electronic Funds Transfer (EFT)	86
Employee: Definition	7
Employee or Independent Contractor	7
Employee Rights Notices	91
Employer:	
Definition	6
How to Register	6
When Do You Become Subject	6
Employer Notices:	
<i>Notice of Claim Filed (DE 1101C/Z)</i>	100
<i>Notice of Determination/Ruling (DE 1080CT)</i>	103
<i>Notice of Modification (DE 1080M)</i>	103
<i>Notice of Wages Used for Unemployment Insurance (UI) Claim (DE 1545)</i>	100
<i>Notice to Employers of State Disability Claim Filed (DE 2503)</i>	106

Topic	PAGE
Employer Obligations for the Form W-4 or DE 4	13
Employer UI Contributions Rates.....	96
Employment Services	108
Employment Training:	
Fund.....	108
Panel (ETP).....	108
Tax (ETT)	8
Employment Types (table)	16
Entity Change.....	89
Escrow Clearance	89
Estimated Payments	14
Experience Rating.....	97
False Statement Penalty	102
Firing an Employee	99
Notice	91
Forms:	
Alternate Filing Options.....	86
DE 6	79
DE 7	81
DE 34	69
DE 88	73
DE 542	71
Due Dates	5
Ordering	2
Household (Domestic) Employment	19
Income:	
Deferred Compensation (Retirement and Pension Plan)	30
Income Tax:	
California Personal Income Tax (PIT) Withholding Tables	36
Independent Contractor or Employee	7
Independent Contractor Reporting Requirements (SB 542).....	71
Labor Market Information	111
Layoff:	
Rapid Response Team	92
Worker Adjustment and Retraining Notification (WARN) Act	92
Written Notice Requirements	91
Leasing Agency Employers.....	24
Leave of Absence	91
Lodging	11
Magnetic Media	87
Marital Status for Personal Income Tax (PIT) Reporting	12
Meals.....	11
Multiple Location and/or Function Employers	111
Multiple Worksite Report (BLS 3020).....	111

Topic	PAGE
-------	------

New Employee Registry (NER)	69
New Employer:	
ETT Rate	8
UI Tax Rate.....	8
Nonresident Employees.....	15
<i>Notice of Claim Filed (DE 1101C/Z)</i>	100
<i>Notice of Wages Used For Unemployment Insurance (UI) Claim (DE 1545)</i>	100
<i>Notice to Employer of State Disability Claim Filed (DE 2503)</i>	106
Notices For Employees.....	91
Obtaining an EDD Employer Account Number.....	6
Office of the Taxpayer Rights Advocate	94
Ordering Forms.....	2
Overpayments:	
Correcting Prior DE 7.....	81
Correcting Prior DE 88.....	77
Partial UI Claims	105
Payments Types (table)	26
Personal Income Tax (PIT):	
Marital Status.....	12
Supplemental Wages.....	14
Tables	36
Wages.....	10
Withholding	12
Plant Closures.....	92
Problem Resolution Office (Tax).....	94
Protests:	
<i>Notice of Claim Filed (DE 1101C/Z)</i>	101
<i>Notice of Wages Used for Unemployment Insurance (UI) Claim (DE 1545)</i>	101
Purchase a Business	89
Quarterly Estimated Payments	14
<i>Quarterly Wage and Withholding Report (DE 6):</i>	
Correcting Errors	79
Due Dates.....	79
Lost Forms.....	81
Ordering Forms.....	2
Quitting Business	90
Recordkeeping.....	93
Registration for EDD Employer Account Number:	
How to Register	6
When Do You Become an Employer.....	6
Reimbursable Method of Paying for UI Benefits.....	97

Topic	PAGE
Reserve Account:	
Charges	104
Experience Rating.....	97
<i>Notice of Contribution Rates and Statement of Reserve Account (DE 2088)</i>	96
Reserve Account Transfers (Successor Employers)	96
Retirement and Pension Plans	30
Rulings:	
<i>Notice of Claim Filed (DE 1101C/Z)</i>	103
<i>Notice of Wages Used for Unemployment Insurance (UI) Claim (DE 1545)</i>	103
Sale of a Business	89
School Employees Fund Method of Paying for UI Benefits	97
Sick Pay (Third-Party)	32
Sole Shareholder - Corporate Officer	21
State Disability Insurance (SDI):	
Benefits	106
Elective Coverage.....	107
Employer Responsibilities.....	8
Voluntary Plan.....	107
Who Pays.....	9
Subject Wages	10
Successor Employer	90
Supplemental Wage Payments.....	14
Tax Deposits:	
Delinquent Deposits	75
Deposit Requirements	74
Electronic Funds Transfer (EFT)	75
Tax Rate:	
Experience Rating.....	97
<i>Notice of Contribution Rates and Statement of UI Reserve Account (DE 2088)</i>	96
Tips for Reducing Your UI Rate	98
Tax Telefile.....	86
Taxes:	
Who Is an Employee	7
Withholding Allowances and Exemptions	12
Taxpayer Rights Advocate	94
Termination	91
Third-Party Sick Pay	32
Tips for Reducing Your UI Tax Rate	98
Trade Disputes.....	99
Transfer of a Business, Successor Employer	89
Underground Economy	9
Unemployment Insurance (UI):	
Benefits	99
Contribution Rate	96
Employer Responsibilities.....	8
Vacation Pay	34
Voluntary Plan.....	107

Topic	PAGE
Wages Subject to:	
Personal Income Tax (PIT).....	10
State Disability Insurance (SDI) Tax.....	10
Unemployment Insurance (UI) Tax.....	10
WARN Act.....	92
Withholding Deposit:	
Delinquent.....	75
Electronic Funds Transfer (EFT)	86
Marital Status.....	12
Personal Income Tax (PIT) Withholding Tables	36
Requirements	74
Types of Employment (table).....	16
Types of Payments (table).....	26
Withholding Statements:	
<i>Wage and Tax Statement</i> (Form W-2)	84
<i>Information Return</i> (Form 1099)	85
<i>Employee's Withholding Allowance Certificate:</i>	
Federal (Form W-4).....	12
California (DE 4).....	12
Work Sharing Program	105
Workers' Compensation Insurance.....	107
Workforce Investment Act.....	110

Requisition for EDD Forms and Publications

Please see instructions on the reverse side before completing this requisition form.

Forms			
___ DE 1	Registration Form for Commercial Employers	___ DE 88All	Payroll Tax Deposit
___ DE 1AG	Registration Form for Agricultural Employers	___ DE 88All-I	Instructions for Preparing Payroll Tax Deposit (DE 88All)
___ DE 1GS	Registration Form for Governmental Organizations & Public Schools	___ DE 542	Report of Independent Contractor(s)
___ DE 1HW	Registration Form for Employers of Household Workers	___ DE 678	Tax and Wage Adjustments Form
___ DE 1NP	Registration Form for Nonprofit Employers	___ DE 678-I	Instructions for Completing the Tax and Wage Adjustments Form
___ DE 1P	Registration Form for Employers Depositing Only Personal Income Tax Withholding	___ DE 938	Quarterly Adjustment Form
___ DE 3D	Quarterly Contribution Return (Voluntary Plan)	___ DE 1000M	Employment Development Department Appeal Form
___ DE 4	Employee's Withholding Allowance Certificate	___ DE 1870	Determination of Employment Work Status for Purposes of State of California Employment Taxes and Personal Income Tax Withholding
___ DE 4P	Withholding Certificate for Pension or Annuity Payments	___ DE 2063	Notice of Reduced Earnings
___ DE 6	Quarterly Wage and Withholding Report	___ DE 2063F	Notice of Reduced Earnings (Fisherperson)
___ DE 6	Quarterly Wage and Withholding Report (continuous feed)	___ DE 2063PMA	Notice of Reduced Earnings (Pacific Maritime Association)
___ DE 7	Annual Reconciliation Statement	___ DE 2501	Claim for State Disability Insurance (SDI) Benefits
___ DE 7	Annual Reconciliation Statement (cont. feed)		
___ DE 24	Notification of Change		
___ DE 34	Report of New Employee(s)		
___ DE 34	Report of New Employee(s) (continuous feed)		
Guides and Brochures			
___ DE 44	California Employer's Guide	___ DE 2323A	File Unemployment Claim By Telephone
___ DE 45	Completed Form Samples Book	___ DE 2323A/S/	File Unemployment Claim by Telephone (Spanish)
___ DE 159	Magnetic Media Brochure	___ DE 2323TTY	TCF/TTY Brochure (File Unemployment Claim by TTY)
___ DE 195	Employers' Bill of Rights	___ DE 2515	State Disability Insurance
___ DE 195/S/	Employers' Bill of Rights (Spanish)	___ DE 2515/S/	State Disability Insurance (Spanish)
___ DE 542B	Report of New Hires and Independent Contractors Brochure	___ DE 2565	DI Elective Coverage
___ DE 573	Avoid Unplanned Tax Liabilities	___ DE 4527	Managing UI Costs
___ DE 573/S/	Avoid Unplanned Tax Liabilities (Spanish)	___ DE 8684	Guide for Work Sharing Employers
___ DE 573CA	Cash Under the Table Brochure	___ DE 8829	Household Employer's Guide
___ DE 1378F	Potential Liability (Reimbursable Employers)		
___ DE 2320	For Your Benefit, UI		
___ DE 2320/S	For Your Benefit, UI (Spanish)		
Notices			
___ DE 35	Notice to Employees Regarding DE 4/W-4	___ DE 1857A	Notice to Employees
		___ DE 1857A/S/	Notice to Employees (Spanish)

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___ DE 231AA Amateur Athletic Officials	___ DE 231PT Physical Therapist
___ DE 231B Automotive Repair Industry	___ DE 231Q Social Security/Medicare/SDI Taxes Paid by an Employer
___ DE 231C Barbering and Cosmetology Industry	___ DE 231R Third-Party Sick Pay
___ DE 231CF Commercial Fishing	___ DE 231SC Specialized Coverage (Elective Coverage for Exempt Workers)
___ DE 231D Multistate Employment	___ DE 231SE Statutory Employees (Agent/Commission Drivers, Traveling/City Salespersons, Construction Workers, Homeworkers, Artists, and Authors)
___ DE 231E Restaurant and Hotel Industries	___ DE 231SEF Employment for the School Employees Fund
___ DE 231EB Taxability of Employee Benefits	___ DE 231SK Stock Options
___ DE 231EC Elective Coverage for Employers and Self-Employed Individuals	___ DE 231SP Settlements Program
___ DE 231EE Exempt Employment	___ DE 231T Tips
___ DE 231ES Employment Work Status Determination	___ DE 231TA Employment Tax Audit Process
___ DE 231ETC Employment Tax Consulting	___ DE 231TC Taxicab Industry
___ DE 231F Temporary Services and Employee Leasing Industries	___ DE 231TM Telemarketers (Telephone Solicitors)
___ DE 231FAM Family Employment	___ DE 231TR Tour Operator Industry
___ DE 231FE Foreign Employment and Employment on American Vessels or Aircraft	___ DE 231UE Unity of Enterprise
___ DE 231G Construction Industry	___ DE 231V Election Campaign Workers
___ DE 231H Manufacturing Industry	___ DE 231W Personal Income Tax Adjustment Process
___ DE 231I Services Industry	___ DE 231Y Reporting New Employees and Independent Contractors
___ DE 231J Waiver of Penalty Policy	___ DE 231Z California System of Experience Rating
___ DE 231K Casual Labor	___ DE 631 Employment Enforcement Task Force
___ DE 231L Household Employment	___ DE 631C Offers in Compromise
___ DE 231M Residential Care Facilities	___ DE 631P Payment Proposal
___ DE 231MW Reporting and Payment Following an Assessment for Misclassified Workers	___ DE 631R Interest on Refunds
___ DE 231N Salespersons	___ DE 631TL State Tax Lien
___ DE 231NP Nonprofit and/or Public Entities	
___ DE 231P Withholding from Pensions, Annuities, and Certain Other Deferred Income	
___ DE 231PC Payments to Corporate Officers	
___ DE 231PD Product Demonstrators	
___ DE 231PH PIT Wages Reported on the Quarterly Report of Wages and Withholdings for Employers of Household Workers (DE 3BHW)	

Fact Sheets	
___ DE 8714B Unemployment Insurance Program	___ DE 8714E Employment Taxes
___ DE 8714BB Work Sharing Program	___ DE 8714U California Training Benefits Program
___ DE 8714C Disability Insurance Program	___ DE 8714X Trade Adjustment Assistance
___ DE 8714CC Disability Insurance Elective Coverage	___ DE 8714XX Trade Act

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